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Raises, tax change pay

Many employees will note changes in their paychecks today, says Walt Nielsen, manager of payroll for Fort Wayne operations.

Salaried non-exempt employees received the Dec. 29 cost of living pay raise of \$10.40 weekly in checks last Friday. Hourly employees will first notice their 26 cents per hour raise in paychecks handed out today. The next paycheck hourly employees will receive will be on Wednesday, Jan. 21.

Pension deduction explained

Employees who have been contributing to the GE Pension Plan will see those deductions drop out of their first paychecks of the new year, Nielsen noted. The deduction will resume after the employee earns \$9,000 this year.

This is because the company pays the full cost of pension benefits on the first \$9,000 of yearly pay for employees who have enrolled. Employees contribute 3 percent of their pay over that amount and the company pays the balance of plan benefit costs.

Social Security taxes rise

Both the company and individuals will pay more Social Security taxes in 1981 because of the rate hike effective Jan. 1. Nielsen noted that rate jumped from \$6.13 per \$100 of earnings to \$6.65.

Thus, an employee who earned \$16,000 last year paid \$981 to Social

See RAISES on Page 4.

General Electric News

JANUARY 9, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 1

GE economist sees 'momentum' building

"1980 was a mindblower," in the view of GE corporate economist Nick Perna, but he sees "a lot of built-in potential for forward momentum" in 1981.

Perna, in Fort Wayne last month to talk to Motor Business Group employee relations managers, discussed trends he sees in the overall economy. He emphasized that outlooks for individual businesses and plants depend more closely on "key individual markets," but are still affected by the overall economy.

Hit and run recession

Perna said the nation was caught in "hit and run" recession in 1980 when it "went through the deepest one-quarter decline on record" last spring.

"There was a sudden snapback last summer, but things have flattened over the past couple of months," he noted. "The one-two punch of inflation and rising interest rates" are to blame for the sputtering recovery. Perna predicted that "interest rates should start dropping fairly soon," and they have.

After reaching a peak in mid-December of 21½ percent, the prime

rate dropped to 20½ percent a week ago at several major banks. One New York bank dropped its rate below 20 percent this week. The prime rate is the rate of interest that banks charge their most credit-worthy corporate customers. Other interest rates, such as mortgage rates, tend to follow changes in the prime.

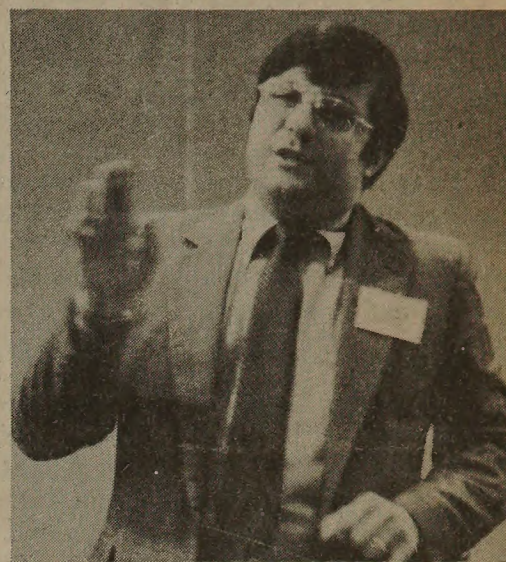
"By the end of 1981," Perna said, "you should see the prime rate in the vicinity of 15 percent."

Perna blamed much of last year's slump on credit controls, which he sees as a one-time effort by the federal government to help curtail inflationary spending. "Credit controls were much more of a negative force than the high interest rates," he observed.

Some hope for improvement in '81

On the issue of inflation, however, Perna is not so optimistic. The GE economist says there is "just too much built-in upward pressure" on prices to hope for significant improvements in 1981. He listed food, energy, Social Security tax increases and automatic cost of living increases as major forces that will tend to keep inflation moving upward in 1981.

But Perna sees hope for economic



Economist Nick Perna says the need to rebuild inventories and meet housing demands are signs for hope in 1981.

improvement in the new year. He notes the need to rebuild inventories, the demand coming in defense and energy areas, and population changes that will require more housing.

Tax cuts, promised by the incoming administration in Washington for individuals and business could also help offset the "drag" on the economy created by the tax system, Perna added.

Manufacturing studies offer a touch of class for '81

Manufacturing Studies and Continuing Education Program are open to all Fort Wayne GE employees, and both have openings for enrollment in the winter-spring semester. All classes are from 5 to 7 p.m. To enroll, interested employees should contact their supervisors at least three weeks before the start of classes, says Phil Herrick, manufac-

turing studies coordinator.

MFG-130, ECONOMIC ANALYSIS OF ALTERNATIVES (12 weeks, Tues., starts March 10). Principles of analysis for decisions involving significant amounts of money (engineering economy). General Electric appropriations policy and procedure.

MFG-105, THE EMPLOYEE RE-

LATIONS FUNCTION (8 weeks, Thurs., starts April 9). GE corporate organization, organization criteria and concepts. Management philosophy and policies.

MFG-204, MANUFACTURING ENGINEERING (12 weeks, Tues., starts March 10). Manufacturing engineering function: planning, responsibilities, organization and relationships to other functions. Process planning. Methods and work simplification. Work sampling and measurement. Materials handling. Flow analysis. Application of economic analysis.

MFG-211, MANUFACTURING INFORMATION SYSTEMS (10 weeks, Thurs., starts Jan. 8). Administrative (information) systems. Relationships between organization, policy, procedures and methods. Criteria for improvement. System costs and benefits. Techniques of analysis. Principles of systems design.

MFG-125 MATERIALS MANAGEMENT (12 weeks, Thurs., starts March 19). Flow of materials. Business objectives of the materials system. Functions and responsibilities of materials sub-functions.

Courses from the Continuing Education Program are as follows:

EFFECTIVE PRESENTATION

(15 weeks, Wed., starts Jan. 28). Principles and techniques for effective communication, oral and written.

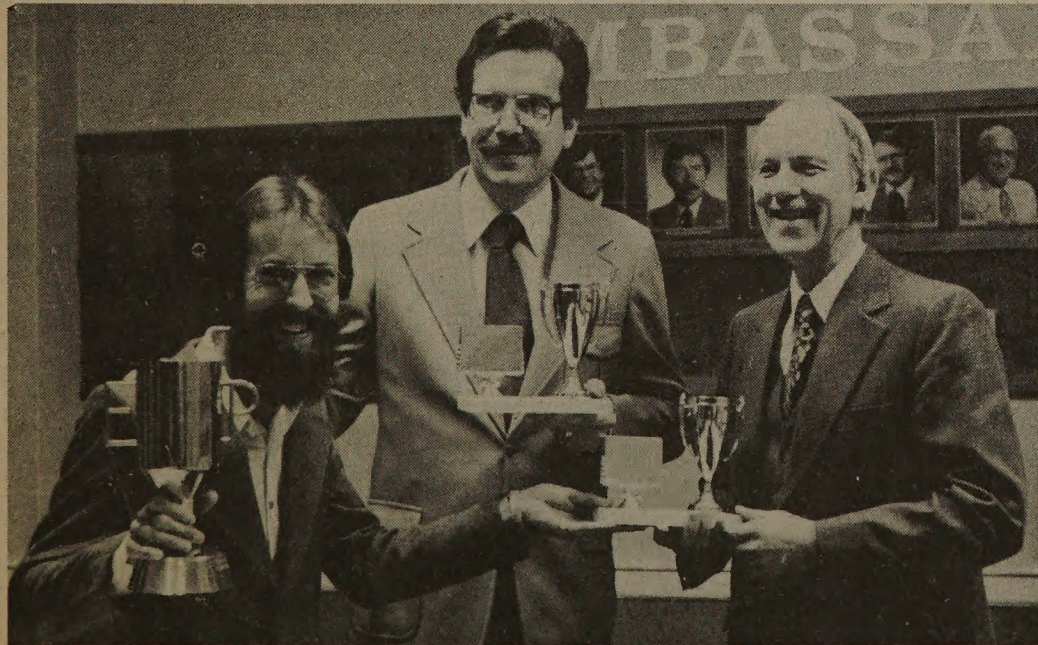
BUSINESS COMMUNICATIONS (14 weeks, Mon., starts Feb. 16). Designed especially for people whose job requires them to make presentations either to their own management during business reviews or to field sales personnel and customers. Effective Presentation is a prerequisite.

EFFECTIVE LISTENING (10 weeks, Mon., starts Feb. 23). How to sift out distractions, sort out fact from fiction, avoid emotional conflicts, make judgments, and take decisive action.

CAREER DEVELOPMENT FOR WOMEN (10 weeks, Mon., starts March 2). This course is designed to enhance the career potential and upward mobility of women within the company.

ANALYSIS OF HUMAN TRANSACTIONS (8 weeks, Wed., starts Jan. 21). Participants examine their attitudes toward themselves and others to better understand the origins of their behavior. Class activities are experiential.

See STUDIES on Page 4.



George Dykhuizen, instructor (right), presents awards to Mike Csuhata (left) and Joe Cucinelli for best speech and best written paper respectively. The awards followed completion of the Effective Presentation class last month, one of many continuing education classes offered throughout the year at Fort Wayne GE.

New year changes affect paychecks

Exempt structure raised

Hourly, nonexempt pay raises take effect

Two important pay events occurred last week which will boost the earnings potential of Fort Wayne GE employees.

On Dec. 29, the year's second cost-of-living pay increase was added to hourly and nonexempt-salaried rates. This raised hourly rates by 26 cents and weekly nonexempt-salaried rates by \$10.40. On an annual basis, this amounts to about \$540.

For union-represented employees this increase was the result of the 1979 agreement negotiated by the company and the union. It is the fourth of the six scheduled increases under the current contract.

Values rise for exempt jobs

On Jan. 1, the salary structure for exempt-salaried jobs was adjusted upward for all position levels. The structure change assigns higher dollar values to exempt jobs for use by managers in salary planning. Thus, while a structure change doesn't result in automatic increases for exempt-salaried employees, it can affect the size of the salary increase received by individuals.

Exempt employees received information about this structure change in November. They were told exactly how the change would affect the values of their position levels.

Employees wanting to see tables showing the new pay rates for hourly and nonexempt-salaried jobs should contact their supervisors.

Hourly employees receiving the Dec. 29 increase will first see it in paychecks distributed today. Nonexempt-salaried employees saw it in last week's paychecks. The New Year's Day holiday pay was, of course, at the higher rate.

New ESOP credits hit \$2.97 per \$1,000 of pay

The second year of the Employee Stock Ownership Plan has added new amounts of GE common stock to the ESOP accounts of most General Electric employees. Eligible GE employees have been credited with \$2.97 worth of GE stock for each \$1,000 of their 1979 pay.

The second year of credits were allocated in early December. Participation in ESOP is automatic for every eligible employee and there is no sign-up requirement. All individuals who were employees during 1978 and were still employed on Dec. 31, 1979, are eligible unless they have specifically requested in writing to be excluded.

How it works

Here is how the ESOP works:

Under income tax laws passed by Congress, the company claims an extra "1 percent investment tax credit" on its qualifying investments in machinery and equipment when it files its federal tax return. This extra credit is then used to acquire GE common stock for distribution to employees.

The stock is divided among employees on the basis of their compensation. It is placed in a trust in individual accounts set up for each employee and is held until the employee retires or leaves the company for some other reason.

If you are eligible and want to estimate now how much stock has been credited to your account in the new distribution, here's an easy method:

The first step is to get out your federal income tax records and write down your 1979 earnings as shown on the W-2 form received from GE early in 1980.

Then multiply these 1979 earnings by 0.00297. This gives you the dollar value of your portion of the total ESOP amount credited to GE employees.

Next divide that dollar value by \$55.094. That's the value of a share of stock as determined by the formula for pricing stock under this plan. When you've done this, you'll have the answer as to the shares of stock credited to your account.

Your "Personal Share Statement" to be issued next spring will show the specific amount added to your ESOP this year. It will also show the amount of dividends on your ESOP shares which have been reinvested in your account, as well as the total value of your ESOP account on Dec. 31, 1980.

New LTDI rates for '81 reflect claims, pay data

Claims experience in 1980 . . . experience projections for 1981 . . . the effect of recent pay increases on benefits . . . and the effect of 1979 plan changes . . .

Those are the major factors that result in the new rates for 1981 under the Long Term Disability Insurance plans for GE employees.

The rates for 1981 were announced early in December in keeping with provisions of the LTDI plans. Those provisions call for the insurance carrier — Metropolitan Life — to set rates annually for each of the plans after considering all factors.

The LTDI plans affected include these:

The two categories of the Long Term Disability Insurance Plan for hourly employees — one for employees with less than 14 years of Pension Qualification Service, and one for employees with 14 or more years of Pension Qualification Service — and the LTDI plan for salaried employees.

Here are the rates for 1981 under these plans:

The 1981 rate for the LTDI plan for hourly employees with shorter service will be 0.7 percent of normal straight-time weekly earnings. The rate for 1980 was 0.5 percent but the new 0.7 percent is the same as that in effect for 1978. The highest rate for this category was reached in 1974 and 1976 when the contribution was 1.5 percent of earnings.

For hourly employees with 14 or more years of Pension Qualification Service, the LTDI rate will be \$3.50 per week. This is an increase over the rate of \$2.50 per week which was in effect in 1980, but it is only the second increase in five years for this category.

The rate for the Long Term Disability Income Plan for salaried employees will be \$1.20 per month for each \$100 of monthly benefits for which the individual is eligible. This is the same rate as that in effect in 1980.

Dependent life rates hold in '81

Coverage under the two dependent life insurance plans for GE employees will remain at the same rates in 1981 as in 1980, according to the insurance carrier's announcement early in December. Rates are determined by analyzing recent experience under each plan as well as projections for the future.

The rate for coverage under the Dependent Life Insurance Plan for hourly and nonexempt-salaried employees was 50 cents per week for Option I during the past year. It will remain the same in 1981. The rate for Option II under this plan was \$1.00 per week in 1980. The rate for 1981 is the same.

Under the two plans, Option I provides coverage of \$5,000 for a spouse and \$1,000 for each dependent child. Similarly, Option II provides \$10,000 coverage for a spouse and \$2,000 in coverage for each dependent child.

The rate for coverage under the Dependent Life Insurance Plan for exempt-salaried employees was \$1 per month this past year for Option I. It will remain at \$1 per month in 1981. Option II coverage under this plan will be \$2 per month in 1981, the same as in 1980.

Prices on S&SP investments listed

Here is the monthly report on the unit price and annual rate of income for each of the two new interest funds in the Savings and Security Program as well as the monthly stock price and fund unit price under S&SP.

Month	Stock Price	Mutual Fund Price	Holding Period Fund		Long Term Fund	
			Price	YTD Annual Income Rate	Price	YTD Annual Income Rate
January	\$53.625	\$29.217	\$10.00	10.79%	\$9.98	13.29%
February	52.975	30.415	10.00	10.83	9.89	13.54
March	47.458	27.623	10.00	10.84	9.88	14.16
April	46.827	26.790	10.00	10.85	10.12	14.57
May	47.625	27.964	10.00	10.86	10.28	14.16
June	50.369	29.672	10.00	10.87	10.26	13.56
July	54.256	31.110	10.00	10.87	10.19	13.16
August	56.244	32.359	10.00	10.90	9.86	12.84
September	53.964	33.334	10.00	10.90	9.68	12.66
October	53.489	33.915	10.00	10.90	9.51	12.65
November	58.528	35.169	10.00	10.90	9.51	12.66*

* At November 28 the Net Current yield of the long term investment portion of the fund was 13.2%.

ALLEY CHAT

By Connie Houser

Bowlers wipe slate clean for 1981

GE Club bowlers rolled out 1980 with a big list of scores just prior to the holidays. No new records were set, but by the looks of some of the scores it won't be long. Results of the Fourth Annual Unkie's Pro-Style Tournament will be in next week's issue.

YEAR-END WRAP-UP

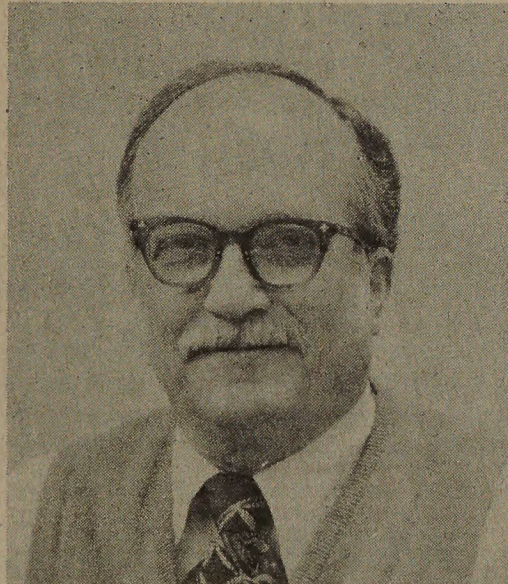
Apparatus League	Friday Nite Ladies
12/18/80	12/12/80
Charlie Shipman 230	Bonnie Roth 509
Walt Nielsen 223	Linda Thieme 192
Bonnie Clawson 214	Mary Koontz 188
	Donna Treesh 187
	Jean Cook 186
	Elde Saylor 185
Senior Citizens League	12/19/80
12/11 & 12/12/80	Callie Allen 518
Hilda Marks 574	Jean Cook 511
Earlene Macy 531	Donna Treesh 188
Edna Lower 512	Ardole Metker 181
Gertrude Snyder 188	
Mickey Gass 186	His & Hers League
Ansel Black 216	12/19/80
Zeno Fox 215	Sherrie Gohgaware 512
Bruce Kiner 213	Cheryl Remmert 504
Harold Nieman 210	Ginny Gongaware 192
	Mary Weiks 182
12/18 & 12/19/80	Jim Weiks, Jr. 610
Esther Muzzillo 537	Dennis Gongaware 243
Mae Dial 522	Steve Ort 242
Louise Roberts 504	
Gladys Wright 500	Bentam Jr. League
Wilma Dehrent 193	(6 to 11)
Leoba Schaefer 192	12/13/80
Miriam Black 191	Kris Stoppenhagen 366
Leon May 235	(146-98-122)
Orville Somers 233	Jenny Hughes 346
Harold Nieman 222	(123-124-99)
Harold Fletter 217	Eric Dorman (121) 310
	Mike Lowery 307
Friday Nite Taylor St.	Doug Uncepher 125
12/12/80	Lance Brothers 124
Elmer Asbell 217	
Barry Belschner 214	Junior League
12/19/80	12/13/80
Charlie Hire 645	Mark Gunkle (219) 584
Don Saylor 226	Eddie Wise (222) 583
Paul Long 216	Ed Rondot 514
Tony Fahling 216	

Jack & Jill League	Sunday Nite Mixers
12/20/80	12/21/80
Tom Reinking 215	Mary Kern 500
Bob Potts 213	
	Tuesday Afternoon Ladies
Guys & Dollie League	12/15/80
12/14/80	Margo Castro 551
Fatima Haver 202	Melissa Flory 198
Jodi Brodbeck 200	Allene Rogers 185
Cindy Smith 180	12/23/80
Jim Schwartz 655	Janie Fischer 571
Tom Schwartz 210	
	Hermetic League
Monday Morning Ladies	12/16/80
12/15/80	Rich Warren 631
Maggie Hunter 522	Doug Haller 223
Elsie Oliver 505	Jim Weiks, Jr. 219
Sandy Litton 188	Bob Keister 215
12/22/80	Don Gilbert 213
Martha Smith 515	Terry Giese 213
Virginia Fletchall 191	Brent Cleveland 212
Jayne Hartman 181	Jim Morris 211
Connie Wills 180	
	GE Office League
12/15/80	12/15/80
Buck Somers 621	Tom Schible 602
Tom Schible 602	Dave Knepple 224
Dave Knepple 224	Roy Elwood 221
Roy Elwood 221	John Wilson 221
John Wilson 221	Don Shirk 216
Don Shirk 216	Harold Baker 213
Harold Baker 213	Wayne McClure 213
Wayne McClure 213	Les Palmer 213
Les Palmer 213	Dick Wells 212
Dick Wells 212	Bill Grace 210
Bill Grace 210	12/22/80
12/22/80	Buck Somers 615
Buck Somers 615	Tom Schible 217
Tom Schible 217	Denny Barnes 213
Denny Barnes 213	Jim Tracey 211
Jim Tracey 211	
Monday Nite Ladies	Small Motor League
12/15/80	12/17/80
Angie Myers 534	John Hunnicutt 609
Vi Frances 525	Mel Guillaume 236
Pauline Hatfield 504	Harvey Reed 236
Carey Ungerer 199	Max Walton 224
Pat Walker 195	Dick Roberts 218
12/22/80	Buck Somers 217-214
Pauline Hatfield 194	John Segyde 213
Vicki Ungerer 190	Dave Knepple 213
Dolly Evard 182	

40 years of service



Mark A. Gotsch, GPM Taylor Street, has celebrated 40 years' service with GE.



Don W. Greenler, GPM Taylor Street, has been honored for 40 years' service to GE.

In memory

Mary F. Rydell, 324 W. Foster Parkway, died Dec. 27. Before retiring she was a freight bill payment clerk at MTO, Taylor Street, Transportation.

Arthur L. Groninger, North Manchester, died Dec. 24. He was a drill press operator prior to retiring in 1958.

F. Vernon Boyers, 2804 Capitol Ave., died Dec. 23. He worked at Specialty Motor before retiring in 1965.

George G. Morton, Monroeville, died Dec. 22. He worked at Section 14, Taylor Street, GPM in motor repair before he retired in 1968.

Charles A. Milton, 1222 Francis St., died Dec. 21. He was a core insulator at GPM, Winter Street, before he retired in 1971.

H. Lucille Ross, Fort Wayne, died Dec. 21. A former layer wind operator at GPM, Winter Street, she retired in 1967.

Carl H. Starke, 6701 S. Anthony Blvd., died Dec. 20. He worked at Specialty Motor Department before retiring in 1956.

Paul M. Staehle, Fort Wayne, died Dec. 20. He worked at Specialty Transformer Department before retiring in 1953.

Peggy M. Buuck, 4626 S. Park Drive, died Dec. 16. She worked at General Purpose Motor before retiring in 1957.

J. Wilmer LaVine, Fackler Road, died Dec. 16. He was a specialist in equipment processes methods at SMD before retiring in 1970.

Josephine E. Matter, Bluffton, died Dec. 15. Before retiring in 1966, she worked at HMO.

More Jan. 1 retirees share plans

Mary E. Markey retires with 38 years of service. She started in burring at STD. Her final assignment was second class sheet metal worker at STD, Building 26-4.



"I plan to enjoy some traveling and some volunteer work. I plan to enjoy each day doing the things I haven't had time to do before."

Howard J. Latham retired Jan. 1 with 39 years of service. He started as an assembler at Fractional Horsepower Motors. His final assignment was at the Power House with GPM Area Services. "I plan to travel and fish, hopefully."



Elizabeth J. Bertsch retired as a GPM repair and return operator.

ADLETS

RIDERS WANTED

NORTH OF HUNTINGTON to Taylor or Bdwy, 8-4:36 p.m. Ext. 2562 or 1-356-4167.

FOR SALE

GLASS DOOR FIRESCREEN w-antique brass, 33"-39" wide x 20"-24" high, used 1 yr, \$40. 638-4677.

REFRIGERATOR; trumpet, new Getzen clarinet; sofa. 489-5770.

ALUM. STORM WINDOWS, 2, 42"x47"; 5, 42"x39", \$10 each. 747-4752.

SLIDE PROJECTOR, 35 MM Argus 300 w-20 cartridges, \$30. 432-2414.

CANS, large collection. 485-2520.

19" PRBL B&W TV, 1 yr. old, perfect, \$80. 456-4624.

'74 OPEL, 4 spd, AM-FM, 30 MPG, good cond, bst offer. 447-4427.

GE REFRIGERATOR, ideal for lake cottage, \$75. 485-9579.

18"x24" DRAWING BOARD & T-square, \$4. 745-2120.

FUEL OIL TANK, 275 gal, 3 yrs. old, incl. legs & fittings, \$75. 456-1961.

ICE SKATES, boy's, sz. 5, \$10; snowmobile suit, sz. 8, \$8. 483-1225.

CHAIR, gold w-wood arms, \$35; whirlpool bath, new, \$50. 432-2896.

ORGAN, single keyboard, church or home, ex. cond., \$175. 747-1040.

10" TABLE SAW, Craftsman, stand and extras, \$275. 627-2533.

15 CU. FT. FREEZER, needs seal, \$30. 447-3252.

NATURAL GAS WATER HEATER, 30 gal.; 16' hvy dty barn door trk. 1-897-2582.

275 GAL. FUEL OIL TANK w-mtg. legs & gauge, \$25. 486-1926.

DAVENPORT, gld, ex. long, \$100; his & her chairs, grn/rst, \$100/pr. 747-5111.

HAMMOND ORGAN w-harmonizer & earphones, two keyboard, \$650. 747-5461.

LADY'S MATCHING SKI JACKET, sweater, bibs, sz. 12, \$70. 456-8115.

COMPLETE INGROUND POOL, 18'x36'x8', bathhouse, etc., make offer, 1-592-7279.

1/4 HP MOTOR, used one month on furnace, cost \$62, good, make offer. 483-7384.

WANTED

MED.-HVV DUTY BENCH VISE; 1/4" socket set; timing light. 485-5786.

GOOD USED REFRIGERATOR; home pres. honey, strained. 456-5783.

POMERANIAN, over one yr. old, for adult couple, aft. 6 p.m. 483-5725.

OLD NEWSPAPERS; 20" fan, will pick up. 484-4251.

BABYSITTER for 10 mo. girl, Aboite area. 432-9067.

LIONEL & American Flyer trains, any cond. 1-724-8011.

FOR RENT

THREE BDRM HOME, S. Colonial, \$215/mo, stove, close to school. 747-4273.

APTS., 2 bdrm lower, 1 bdrm upper, \$210, \$200. 3128 S. Harrison. 672-3629.

FURNISHED HOUSE, 2 sm bdrms, 15 miles from Ft. Wayne, \$150/mo., ref. & deposit. 432-4798.

SERVICE

PHOTOGRAPHY, weddings, fam. pictures, babies, copy work, pets. 432-9753.

FREE

PUPPIES. 484-9176.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

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|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

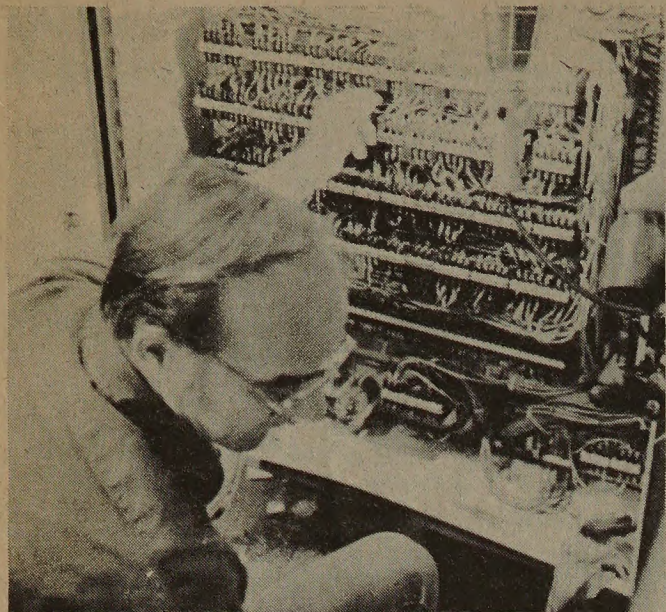
Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

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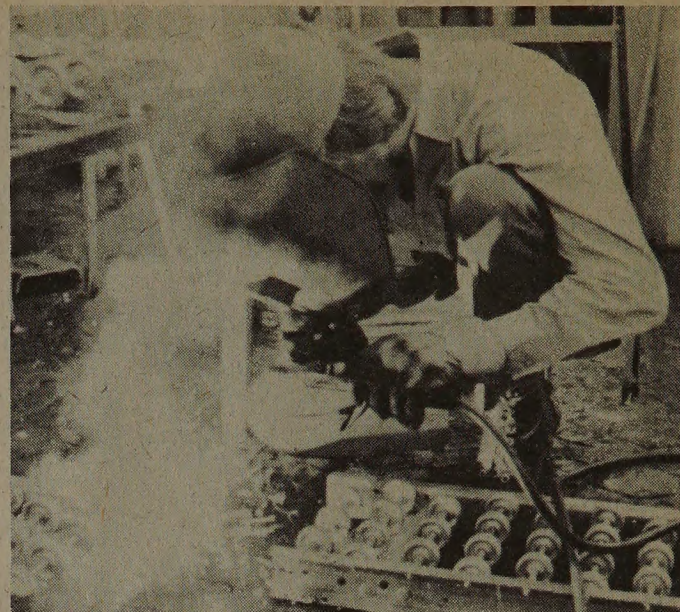
Signature _____



Electrician Ron Dwyer performs the intricate job of assembling new electrical components in lathe machines in Building 4.



Teddy Bahr (left) and John Gray help tear out a wall at Taylor Street. Absence of the wall will allow a more efficient work flow.



Who is that masked man? It's Bob Klepper, Area Services welder, putting together a conveyor, part of a major rearrangement in Building 6-3.

While you were out

Area Services makes wall vanish, operations hum with improvements

While many production workers were gone for year-end shutdowns Area Services personnel were busier than ever. Area Services machinists, plumbers, sheet metal workers and steel and weld workers installed and repaired machinery and rearranged work areas to help make 1981 a more productive year for Fort Wayne operations.

Here is a rundown of major projects that took place:

Broadway

The biggest job at Broadway locations was a rearrangement of conveyor and machines in Building 6-3, says Jap Voirol, Broadway manager of plant and facilities. Also, all five of the basic crafts teamed up on the job of cleaning the varnish dip tanks and oven in Building 4-4.

In Building 17 they replaced flooring in a fourth-floor high-traffic area with steel plating, replaced elevator cables and installed shutoff systems on punch press guard doors.

In addition to maintenance on casting furnaces and ventilation system in Building 4, new electrical components were installed in lathe machines and a press crankshaft was repaired.

Winter Street

Twenty-seven Area Services employees worked shutdown at Winter Street. About 700 feet of conveyor

was installed to go with the new winder-injector material handling device. It is scheduled to go into production by the end of January, said Maynard Householder, manager of maintenance and facilities at Winter Street.

To improve product flow, the development area in the Hermetic room was rearranged.

Taylor Street

Area Services installed an electrostatic airless spray paint system in Section 14 GPM. Planner Norman Pettijohn said it will use less paint, do a better job, switch colors easier and require less maintenance than the system it replaces.

An energy-saving control panel was put in place for the rotor drop-on oven where rotors are annealed. It saves energy by avoiding surges in electrical power usage and increases productivity by timing the oven to be ready when the operator comes on duty.

Vic Koenemann, Taylor Street manager of plant and facilities, adds that relocation of the crane and hoist material handling system along the C and D oven rows in the Wire Mill was completed over shutdown.

Removal of a wall in that area was completed to improve work flow. Also, an automated die cast system was assembled in Section 14.

Raises

Continued from Page 1.

Security. If wage increases boost the same employee's 1981 earnings to \$17,000, he or she will pay \$1,130 in Social Security taxes. This would be an increase of \$149 over last year. The company matches employee Social Security payments.

Nielsen added that the maximum amount of earnings on which Social Security taxes are paid rose from \$25,900 in 1980 to \$29,700 in 1981.

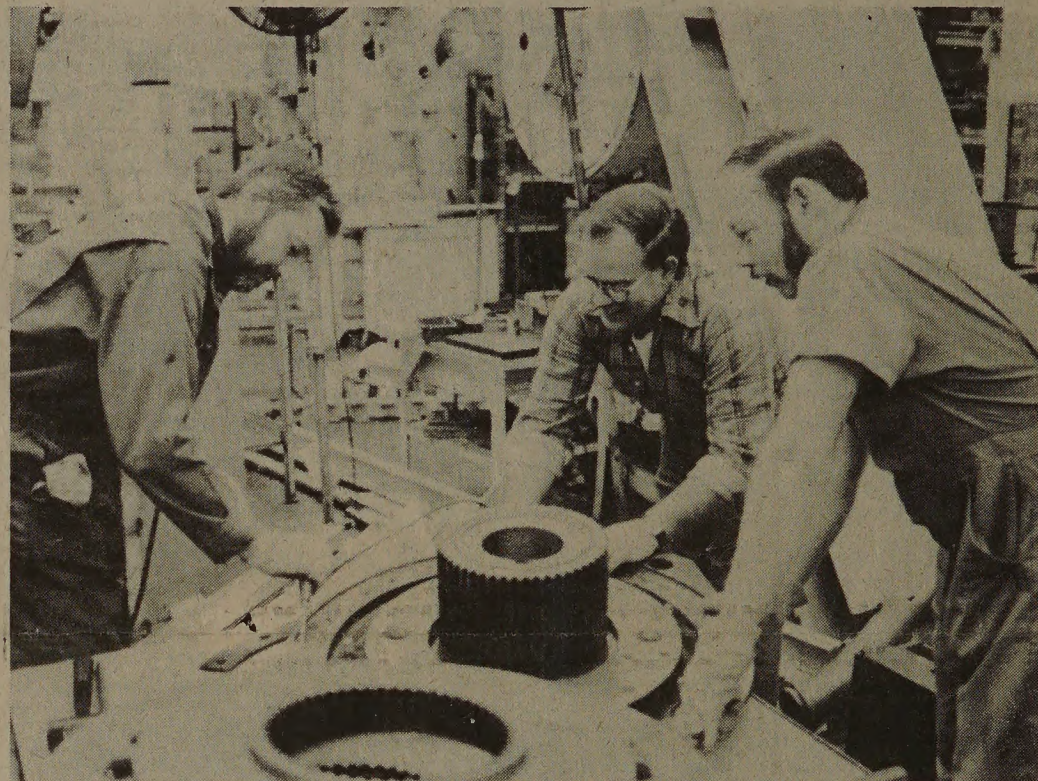
The tax hike results from congressional legislation enacted in 1977 to ensure the financial stability

of the Social Security system, according to the Social Security Administration.

S&SP changes for some

Nielsen pointed out that employees who are now eligible for their first Savings and Security Program payout in January 1981 are also eligible to make basic savings equal to 7 percent of their pay, instead of their previous maximum of 6 percent.

More detail on items affecting employee paychecks are given on page 2.



Area Services detected problems with the Tandem Lamination Presses at Section 14 GPM during the summer shutdown. Machinists Jerry Morton, Nick Chester and Jon McDaniel make the necessary repairs.

Studies

Continued from Page 1

SELF MANAGEMENT THROUGH APPLIED TA (10 weeks, Wed., starts March 25). Building on the base of Analysis of Human Transactions prerequisite, participants are guided through

readings and class exercises toward increased interpersonal skills on the job.

NUMBER SKILLS (5 weeks, Wed., starts in February). This course trains people in the process of seeing, remembering and transferring numbers correctly and quickly. It is designed for people who key-punch, keyboard, type or hand-write numbers from one place to another.

Club bingo Saturday

The first GE Club bingo party of the new year will be Saturday at 7:30 p.m. for employees and their families. Children must be 12 to participate.

Menu

Monday, Jan. 12 — navy bean soup, braised beef with potatoes, sliced roast pork.

Tuesday, Jan. 13 — cream of mushroom soup, chicken and noodles, veal parmesan.

Wednesday, Jan. 14 — beef noodle soup, chili meat balls, sliced turkey breast. Special: Mexican fiesta.

Thursday, Jan. 15 — chicken rice soup, beef stew, grilled ham steak.

Friday, Jan. 16 — coney island clam chowder, macaroni and cheese, Polish sausage with kraut, batter dipped fish.

Available daily: assorted grilled sandwiches, whipped and french fried potatoes, hot vegetables, assorted pie and salads.

EMPLOYEE STORE 1030 Swinney SPECIALS, Jan. 12-16

- CT02000E
Countertop Oven \$54.99
 - DCM15E Brew Starter
Coffee Maker \$24.99
 - 3-5001E
Cassette Recorder \$15.99
 - 7-4665E
Clock Radio \$29.99
- Store hours: Mon., Tues.,
Wed. and Fri., 11-5:30. Thurs.,
11-8.

More orders, inventory buildups add to employment

Customer orders and inventory buildups will result in increased employment at four Fort Wayne locations this month.

In addition to the previously announced recall of more than 150 employees that began Dec. 28 at Specialty Motor Department - Section 15, callbacks also are occurring at Hermetic Motor Operation, Advanced Manufacturing Operation and the Wire Mill.

HMO to add 35

Plant Manager Larry Rybicki announced 10 employees will be added "as soon as possible" and 25 more will be added the last week of the

month at HMO.

"As we approached year-end, we were encouraged by winning more orders from our customers than had been forecasted," he says. We therefore finished the year with very low inventories, which puts us in a favorable position to add to our production schedule now."

AMO tooling up

The tooling area was hit the hardest at AMO during recent layoffs, says Merle Aughinbaugh, manager of shop operations. "Primarily because we had a good order month in the last quarter, they're starting to come back," he adds. AMO plans to

put 13 more employees to work in January, most of them in the 19-4 tooling area.

Wire Mill Plant Manager Jack Reith says the "order rate for January is up considerably from December," so about 23 employees will be added by month's end. In general, Fort Wayne production departments reduced year-end inventories, but now are adding to their stocks to meet customer needs in the first quarter, Reith says.

"This increase in order rate is primarily responsible for the additional employment," he adds.

Central Employment Manager Lois Neloms says the projected total

employment for Fort Wayne GE plants is about 4,400 for February. Employment hit a low in October 1980 of about 4,200 and has increased gradually each month since. In December total estimated employment was about 4,300. This compares to just over 5,000 employees in January 1980, before the recession took its toll.

The biggest upsurge in employment recently has been at Section 15. SMD Plant Manager Otis Price says, "Our latest sales forecast shows a strong, steady demand through March. We're bringing people back and training them in order to meet that demand."

General Electric News

JANUARY 16, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 2

Quality motors, teamwork keys to '81 performance

"Higher sales and increased productivity in a moderate growth year" is what Bill Seyboldt, operations planning manager for Component Motor Division, sees for Fort Wayne operations in 1981.

"Continued investment here in automation will remain a high priority," he adds. Several million dollars will be invested in Fort Wayne this year, and past investments are paying off."

Because Fort Wayne GE operations compete with many non-union plants of our competitors that have lower labor costs, the emphasis has to be on employees here, at all levels, becoming more productive.

A survey made in the fall of 1980, for instance, showed that straight-time labor costs at eight Emerson Electric plants averaged \$5.60 per hour. At that time, the straight-time average for GE hourly employees was \$8.72 per hour, says Tom Callant, compensation manager.

'We need to operate more than ever as a team.'

So the focus will continue to be on improving productivity, and Seyboldt sees three factors contributing to that goal this year.

"First is continued investment in automation. We are starting to move from islands of automation — an automated winding machine here and a die caster there — to a system approach," he says.

Teamwork is crucial

"Secondly, increased productivity will require a closer working relationship between engineering and manufacturing. We need to operate

more than ever as a team."

The third factor may be an upturn in the economy resulting in increased line rates. "Some volume turnaround, we hope, will help us in our productivity efforts," Seyboldt says.

But if there is anything certain about the economy at this point, it is unpredictability.

"We see a slow recovery from the depressed levels of 1980," says Seyboldt. "But with the current high interest rates and higher Social Security taxes just beginning to hit consumers and businesses, there is

the possibility the economy will take another dip the first part of the year before things pick up again."

But Fort Wayne businesses won't just roll with the economy's punches. Seyboldt says marketing and sales people will continue to be aggressive in developing new markets for our motor products. General Purpose Motor, for instance, will be trying to penetrate overseas markets. Hermetic Motor is doing the same and Specialty Motor is trying to raise its share of the central air conditioning and distribution markets he adds.

Seyboldt notes that efforts to build local employment levels is dependent on increasing sales.

"In the future, sales will depend more than ever before on timely delivery of high quality products," Seyboldt emphasizes. "There's no question that individuals and businesses are placing increased value on goods with high quality. The company that can provide the quality and the service is the one that will increase its share of the market."

"There is every reason GE should be that company."

W-2 tax forms: moving a mountain

Employees should have their W-2 statements by today to use in filing their 1980 tax forms, says Doyt Schaadt, manager of personnel accounting and banking.

Delivery this week

"We plan to have them all go out to employees this week," he adds. Employees in personnel accounting, Information Systems and the computer operation moved a mountain of 13,000 forms in the past few weeks so they can be hand-delivered to active employees and mailed to inactive employees at all locations covered by the local office.

Connie Monce of Information Systems, for instance, made the necessary computer programming changes so the new forms could be printed in our computer operation on schedule.

After printing, the forms were sent to personnel account-



A canyon of 13,000 W-2 statements surrounds Justine Coudret in the personnel accounting office, as she prepares them for delivery to GE employees.

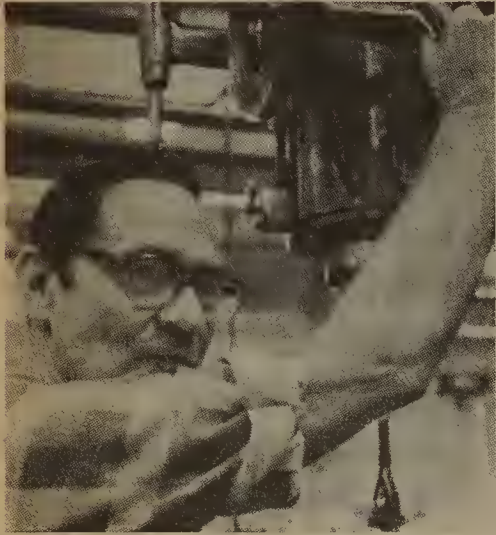
ing where they were reconciled and balanced. Not only will the statements be given to employees, but

copies are also furnished to federal, state and local government agencies.

AMO cooks up recipe for problem solving

Take a dash of engineers, designers and manufacturing people, stir in some well-seasoned tool-makers and machine operators and bake until their creative juices start flowing. What do you get?

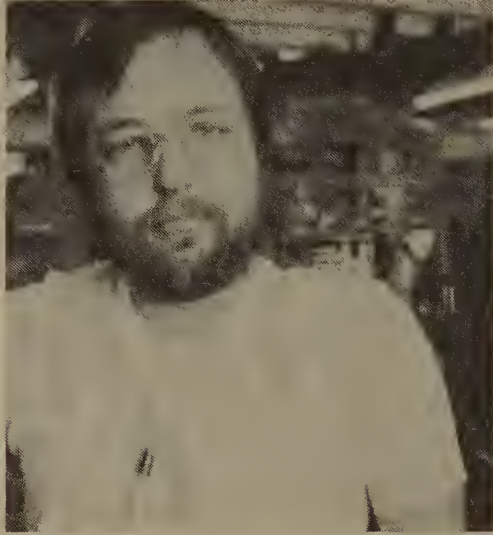
Advanced Manufacturing Operation's new recipe for problem solving. It's called the Value Analysis Spotlight Program.



Jim Jackson: "We suggested some things that will cut the customer's costs and eliminated some 'pain in the neck' parts of our jobs. I think it is a good program."

The idea is to go back to the basic concept of a process, machine or part, back to its reason for existence. Then start asking questions. Can we do it a better way? Can we use a different material to make this?

The key is to get the answers to those questions from a wide range of workers, each with different view-



John Hicks: "The Value Analysis program was the best idea anyone's had in years. It made shop and office people work together — with a common goal."

points, each with something to contribute.

Teams of six, seven and nine employees set out last quarter on three separate projects to cut manufacturing costs associated with standardized dies, winding heads and a crimping fixture.

The three teams turned in cost-cutting ideas valued at \$66,600 an-



Everett Sloffer: "Working on the Value Analysis team was really interesting. I think we need to do more of those sort of things if we want to compete on the outside."

nually, savings that will be passed on to AMO customers.

Manager Bill Woods told the teams, "No one knows cost cutting better than the individuals who work on these projects every day. From what I've seen, you've cut from 10 to 15 percent off the manufacturing costs of these items. If we can continue to do that, we'll be competitive with anybody, whether they're in Fort Wayne, Europe, Japan, wherever."

Merle Aughinbaugh, manager of shop operations, said to his knowledge this is the first time hourly employees have participated in such a formal recommendation process at AMO.

"They have contributed an awful lot," he added. Salaried employees were placed on teams dealing with projects outside their area of expertise.

"Eventually we hope to involve everyone in projects of this type. We view it as people working together to make their business competitive," Aughinbaugh added.

"Our objective is to become more cost competitive with the whole world."

Latest pay increase rolls up benefit values

Whenever a GE employee gets a pay raise, there's an automatic "roll-up" in the value of her or his employee benefits package. This happened Dec. 29 when Fort Wayne GE's hourly employees received a 26-cents-an-hour increase and the nonexempt-salaried employees got a \$10.40-a-week boost.

This escalation of benefits occurs because many benefit plans are tied to employees' earnings. As pay goes up, so do the employee benefits.

As a reminder of how a pay increase affects specific benefits, here's a brief summary:

- **Life insurance:** Under the GE Insurance Plan, the life insurance amounts to two times straight-time annual earnings. The Dec. 29 increase is worth about \$540 annually in earnings, so twice that provides \$1,080 more in insurance. The employee who was earning \$16,000 before the increase and had \$32,000 in life insurance would now earn \$16,540 and have \$33,080 in insurance.

- **Pension plan:** For those earning up to \$17,850 a year, the guaranteed monthly pension is based on a table in which the pension goes up for each \$300 increase in average annual earnings. The \$540 increase in annual earnings will boost many into a higher pension bracket. "Career earnings" pensions could also be increased by this pay hike.

- **Social Security:** Monthly Social Security checks at retirement time are based on annual earnings, so this source of retirement income is also favorably affected by the higher pay.

- **Savings plans:** Participants in the Savings & Security Program will have more invested in the savings media of their choice. That's

because the payroll deductions are a percentage of earnings. With GE adding 50 cents to every dollar invested up to 7 percent of earnings, the pay increase also means higher company contributions into S&SP accounts.

- **S&SP life insurance:** This optional life insurance plan provides payments based on a combination of annual earnings and the participant's age at death. The higher annual earnings from the pay increase will raise the insurance coverage.

- **Weekly sickness and accident benefits:** These are 60 percent of straight-time earnings, with a maximum of \$200 a week.

- **Long-Term Disability Insurance:** Benefits under the optional plan are related to annual straight-time earnings. Those additional dollars in the paycheck will be given added protection in the event of disability over a long period.

- **Vacation banking:** An individual's retirement option account is credited with an amount based on earnings for eligible vacation time "banked" into this benefit plan.

- **Vacation, holiday, and sick pay:** These are based on normal straight-time earnings so pay for these non-working days increases with the pay rate. Personal time off is treated the same way for those eligible for payment.

- **And more:** Benefits also will be higher for employees using the Income Extension Aid Plan during layoffs, those carrying out their citizen responsibilities through jury duty, those entering military service or attending an annual military reserve encampment, or those absent because of a death in the family.

AMO seeks photos of retirees for display

Employees of the Advanced Manufacturing Operation (previously the Advanced Manufacturing Development Operation) are putting together bulletin board displays to honor that operation's many retirees.

If you have retired from AMO since 1970, and would like to have your picture included, please send a copy or negative of your GE retirement photo, or a recent portrait of yourself. Your picture will be returned to you after copies have been made.

Send photos to: Robert Mossham-

mer, c/o General Electric Co., 1101 Wall St., Box 2230, Bldg. 19-3, Fort Wayne, IN 46804.

Please be sure to include your name and return address with your photo.

Square dancing lessons set

Instruction in square dancing will be offered free to GE employees beginning Feb. 6 from 8 to 10 p.m. at the GE Club gym.

For more information on the five sessions, call Carl Brandt at 456-2638.

Franklin closes unprofitable plants

The closing of packaging plants operating at a loss in Michigan and Wisconsin are part of cost-cutting moves taken by Franklin Electric Co., which expects lower earnings for 1980 compared to 1979.

A Dec. 22 Wall Street Journal article said the earnings drop is the result of increases in the cost of raw materials, labor and interest charges and a 20-week strike. Franklin competes with GPM and SMD in electric motor markets.

General Electric News

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GENERAL  ELECTRIC

Welch to succeed Jones as GE chairman April 1

John F. Welch, Jr. will succeed Reginald H. Jones as General Electric chairman and chief executive officer April 1, when Jones plans to begin his retirement.

Jones announced Dec. 19 that the Board of Directors had named Welch chairman-elect effective Jan. 1.

Jones, whose GE career spans 41 years, has been GE chairman since 1972 when he succeeded Fred J. Borch in GE's top post.

Welch, 45, joined General Electric in 1960. In 1979 he was elected a director, vice chairman and executive officer, and a member of the four-man Corporate Executive Office which is responsible for overall management of the worldwide businesses of the company.

John F. Burlingame and Edward E. Hood, Jr. will continue as vice chairmen of the board and executive officers but since Jan. 1, they have had increased responsibilities for realigned operations and staff functions and will report to the chairman-elect.

The realigned responsibilities are as follows:

- Reporting to Burlingame will be



John F. Welch Jr. assumes top GE executive post.

International Sector, Power Systems Sector, Utah International Inc., Corporate Planning and Development Staff, and Corporate Relations Staff.

- Reporting to Hood will be Consumer Products and Services Sector, Industrial Products and Components Sector, Technical Systems and Materials Sector, Corporate Production and Operating Services, and Corporate Technology Staff.

Government issues guidelines prohibiting sexual harassment

Guidelines issued recently by the Equal Employment Opportunity Commission (EEOC) have interpreted sexual harassment as a violation of the 1964 Civil Rights Act. This law prohibits discrimination in employment practices on the basis of race, color, religion, national origin, or sex.

"An essential part of General Electric's equal employment opportunity policy is a commitment to providing a work environment free from discriminatory treatment," said George Farnsworth, GE's Fort Wayne area executive. "Sexual harassment contradicts GE's long-standing policy of nondiscrimination."

"General Electric employees have always been expected to conduct themselves in a manner that respects the dignity of others," Farnsworth added. "Sexual harassment has no place in any GE business, and it is important for all employees to know and understand that this type of discriminatory treatment of others will not be tolerated."

The EEOC guidelines define sexual harassment as requests for sexual favors, unwelcome sexual advances, or other verbal or physical conduct of a sexual nature. The guidelines also explain the criteria for determining when these actions constitute unlawful behavior in an employment situation.

Any employee who believes he or she is being sexually harassed should use our local problem-solving procedure(s) in seeking assistance. Supervisors, managers, or Cal Keyes, manager of Affirmative Action programs in Employee Relations may also be contacted for assistance.

"Because of the sensitivity of such issues, each case will be promptly and confidentially investigated to determine if sexual harassment has occurred," Farnsworth explained. "Efforts will be made to protect the privacy of, and minimize suspicion toward, all parties concerned. Any employee found guilty of sexually harassing another employee will be appropriately disciplined."

A.O. Smith expects loss in 1980 earnings year

A.O. Smith Corp. expects to post a loss for 1980 of \$1.8 million to \$2.8 million, according to a report in the Dec. 30 Wall Street Journal.

A.O. Smith, which competes with GPM, HMO and SMD, had a profit-

able fourth quarter following two losing quarters.

The heating equipment division was affected by start-up costs of a Southern manufacturing plant.

ALLEY CHAT

By Connie Houser

Elsie Oliver starts new year with 585

The hats and horns were no more put away and Elsie Oliver of the Monday Morning Ladies rolled a 585 series to start off the new year. Elsie's series consisted of 201, 203, and 181 scores. That puts Elsie up on the bulletin board for a three-way tie for high series for the season.

Top finishers in the fourth annual Unkie's Pro-Style Tournament were: 1. Dave Vining, 2. Frank Cochran, 3. Dick Alexander, 4. Ted Winchester, 5. George Haggenjos and 6. Ralph Hill.

The second half is starting for most leagues, and now is a good time to join a league. Call the GE Club Ext. 2042 for more information.

LEAGUE WRAP-UP

Monday Morning Ladies

Elsie Oliver	585
Cheryl Daseler	184
Virginia Fletchall	183
Joan Hoover	180

GE Office League

Steve Scherer (255)	813
Dave Locker (268)	609
Jim Rieger (232)	604
Don Caudill	222
Paul Long	215
Buck Somers	213
Bob Lehman	213

Sunday Nite Mixers

Nancy Robinson	501
Tammy Gaddy	197
Kathleen McMaken	190
Dale Baeske	220
Bob Gick	213

Tuesday Afternoon Ladies

Janie Fischer (200)	554
Allene Rogers (183)	514
Louise Young	202

Small Motor League

John Hunnicutt (212)	817
Steve Thomas (212)	601

Jeck & Jill League

Jan Harding	189
Betty Sheets	188
Betty Kelster	182
Shirley Bohner	181

Merle Woll

Merle Woll	244
Jim Nahrwald	234
Tom Reinking	234
Jake Gongaware	223
Glen Flechter	223

Pete & Tillie League

Cathy Bonewitz	198
Elsie Oliver	197

Garry Oliver

Garry Oliver	247
Jerry Wiley	214
Mike Slater	213
Bob Boyce	213

Monday Nite Ladies

Vicki Ungerer	504
Martha Anderson	194
Shelly Welks	188
Vi Frances	184
Pat Walker	183

ADLETS

FOR SALE

PICNIC TABLES, unfinished, fine quality. 440-0023.

PING PONG TABLES, good condition. 447-1474.

5-ROOM BUNGALOW, bsemt, attic floored, very good location. 456-6767.

'78 ARCTIC CAT, 30 HP, 600 miles, like new, \$1050; wringer washer. 432-4793.

REFRIGERATOR, range, like new, misc. furniture. 489-5770.

SNOW TIRES, 2, H78x15, ww, stl stud, mtd on Ford rims; \$30/pr. 744-5170.

RABBIT CAGE, 3 compartments, \$20. 639-6485.

'72 HARLEY DAVIDSON, make offer. 435-6533.

LADIES' COATS, blk & wht, like new, szs. 14 & 16, \$35. 485-1709.

SEASONED FIREWOOD, oak, ash, maple & hickory mix. 639-6555.

MONGOOSE BMX FRAME, red, brand new, \$75. 456-2718.

DOBERMAN PUPS, 2, red, 12 wks. old, no papers, \$70. 456-2041.

14" RIMS, Nova Rally; 15" Ford rims. 486-2163.

SNOW TIRES, 2, J78x15, on GM whls, stl studs, A-1, \$75. 424-7687.

KING SIZE MATTRESS & box springs, \$50, aft. 4 p.m. 484-7431.

WHEEL COVERS & 1 whl rim for Ford Pinto, \$20. 747-5461.

SNOWMOBILE TRAILER, four place. 485-3844.

'72 CHEV CAPRICE, 4 dr, auto, PB, PS, 73,000 miles, cruise, new tires, \$575. 456-8525.

RADIAL TIRES, 2, G78x14; 1 poly cord, F78 x 14, \$10 ea. 493-2384.

'73 MOBILE HOME, 12'x60', skirted, 2 bdms, central air, carpet, ex. cond. 1-897-2130.

B&W PRIBL TV, \$25; B-flat clarinet, \$75. 422-2770.

MAN'S LEFT-HANDED GOLF IRONS, 2-PW, \$30. 446-6643.

DIE-HARD BATTERY, Sears, used six months; G78x14 tires, almost new. 447-7968.

50,000 BTU OIL FURNACE; 375 gal. tank; insul. pipe. 432-0046.

CD44 ROTOR & CONTROL BOX, \$50; CB range plus preamp, \$30. 747-5606.

WANTED

LIONEL & American Flyer trains, any cond. 1-724-8011.

BABY'S WOODEN HIGH CHAIR. 745-2590.

HIGH CHAIR & PLAYPEN, good cond. 483-0477.

FOR RENT

APARTMENT, SW, 5 rms, redeco., appl., util, prefer adults, \$160/mo. 747-0241.

3 BDRM HOUSE, 5509 Bowser, \$275/mo., ref. & deposit. 747-2527.

SERVICE

BABYSITTING, my Waynedale home, all ages. 747-6124.

VINYL COATED ALUMINUM SIDING & installation, winter rates. 493-3218.

ROOFING & roof repair, licensed and insured. 432-5324.

FREE

3 MONTH OLD BASSET PUPPY, hsebrkn. 445-8443.

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| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

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* The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

Over 157,000 employees share in record GE investment payout

For participants in GE's savings and investment plans the new year set a record in its first week. The payout under those plans went to 157,947 participants, and the total distribution reached a record value of \$269 million in securities and cash.

The exact worth of the securities and cash involved in the 1981 "payout" was \$269,167,856, based on 1980's year-end market values for GE stock, Savings and Security Program Mutual Fund Units and the maturity value of U.S. Savings Bonds.

The "payout" came as the result of 1977 employee investments under the GE Savings and Security Program and 1975 savings under the Savings and Stock Bonus Plan. The end of 1980 marked the end of holding periods for investments of those years under the two plans.

Of the 157,947 people on the receiving end of the new distribution, 141,854 are receiving securities and cash worth over \$262 million in the S&SP "payout." The remaining 16,093 are receiving \$7 million in securities and cash under the Savings and Stock Bonus Plan.

The year-end market value of a GE share on the New York Stock Exchange was \$61.250 per share, and the year-end value of an S&SP Mutual Fund Unit was \$34.780.

Securities now being distributed were purchased in 1977 when the average price for GE stock was \$52.537 and when the Mutual Fund Units had an average purchase price of \$25.753. However, those figures are not for use on federal income tax returns to determine gain or loss.

Under programs such as S&SP a special formula provides tax cost figures. These are furnished on the Tax Information Statement which will be distributed to recipients of this new "payout" later this month.

Before investing in the Savings and Security Program, or changing S&SP investments, employees should review the program in their benefit booklets and the S&SP Prospectus.

Here's how GE savings and investment programs work

The GE job package provides employees with an opportunity to participate in either the Savings and Security Program or Savings and Stock Bonus Plan.

Under Savings and Security, participants leave their investments in trust for a specified three-year holding period and receive their securities and a 50 percent company matching payment on the eligible portion. Basic savings can be as much as 7 percent of earnings in each pay period. These savings would be eligible for the matching payment of 50 percent. Employees can also elect additional savings of up to 3 percent, although these are not eligible for matching payments.

The Savings and Stock Bonus Plan allows employees to save between 75 cents and \$10 a week, with the savings used to buy U.S. Savings Bonds. Stock Bonus Plan users leave their U.S. Savings Bonds in trust for a specified five-year holding period. When the period ends they receive their bonds and a bonus in GE stock equal to 15 percent of the cost of the bonds.

S&SP offers investment choices

S&SP is designed to give employees an opportunity to save and invest in several investment choices: U.S. Savings Bonds, GE Stock, S&SP Mutual Fund, and the new interest funds which began in 1980. Part of an employee's savings may also be used to buy a special term life insurance.

U.S. Savings Bonds, GE Stock, the Mutual Fund and Life Insurance are S&SP investment choices that have been available for several years.

A new investment combination — the Holding Period Interest Fund (HP Fund) and the Long Term Interest Fund (LT Fund) — went into effect Jan. 1, 1980. The HP Fund features investments in debt securities (bonds), primarily made with the objective of preserving principal and achieving a stable, competitive rate of interest throughout the holding period. The LT Fund provides an additional interest-bearing security after a holding period expires.



We knew him when . . .

Next Tuesday Ronald Reagan, shown touring Fort Wayne GE plants in 1954, will become the first member of Elex to be inaugurated president of the United States. Reagan may have long since forgotten receiving his honorary life membership in the Fort Wayne GE women's club, but what Elex member can forget? This photograph published in the Nov. 2, 1954 **News Sentinel** shows Reagan visiting the Broadway location. From left are: Rose Myers (maiden name), Goldie Lehman, Reagan, Trudy Wolf, Pat (Hoover) Gray, Peg Houston and Leota (Smith) Ware. Goldie still works at GE in graphic reproduction, Building 8-2; Leota works at Taylor Street order service. Goldie remembers, "It really was a big deal," but she didn't idolize Reagan, who was then star and host of "General Electric Theatre" on television. Leota ("Lee") recalls, "Everyone was going overboard. We had never seen a movie star before, but he was a very ordinary person and we all had a nice visit."

Elex February calendar

3 — Reservation deadline for Elex supper and bingo.

4 — Second shift Executive Board meeting, 1 p.m., GE Club Trophy Room.

9 — Elex supper and bingo for Elex members only. Hall's will cater the supper and serve from 4:45 to 5:45 p.m. Menu: Swiss steak, fruit salad, baked potato, green beans, assorted cream pies, rolls and beverage. Tickets \$4.75 each.

12 — Reservations due for Feb. 19 luncheon and bingo.

16 — Executive Committee, 4:45 p.m., Bldg. 18-3 Conference Room.

18 — El-Par Chapter luncheon and business

meeting, noon at the Senior Citizen Center, 233 W. Main St.

19 — Elex luncheon and bingo, Lester's Party Room, 1502 Bluffton Road, 11:30 a.m. for Elex members only. Tickets \$4.75. Menu: Baked chicken, potato, peas and onions, fruit salad, cheese cake rolls and beverage.

24 — Executive Board meeting, Bldg. 18-1 Conference Room, 7:30 p.m.

25 — El-Par Chapter Board meeting, 9 a.m., Lucky Steer Restaurant, 645 Lincoln Hwy., New Haven.

(Note: there will be an Elex Club Executive Board meeting, 7:30 p.m., Building 18-3 Conference Room on Tuesday, Jan. 27.)

In memory

Julian F. Franke, Jr., 3618 S. Monroe, died Jan. 9. Prior to retiring in 1967, he was a major inspector in Building 19-4.

Marjorie L. Carrier, 423 W. DeWald, died

Jan. 7. She was a hand insulator in Building 4, GPM.

Raymond Lutz, 10714 Watterson Road, died Dec. 29. He was an auto trucker in Building 20, GPM, before he retired in 1955.

Menu

Monday, Jan. 19 — vegetable beef soup, spaghetti with meat sauce, batter dipped chicken.

Tuesday, Jan. 20 — chicken noodle soup, ham and great northern beans, veal cutlet.

Wednesday, Jan. 21 — split pea soup, Canadian meat pie with potatoes, hamburger steak. Special: Mexican fiesta.

Thursday, Jan. 22 — potato chowder soup, beef stroganoff with noodles, braised pork steak.

Friday, Jan. 23 — beef calcutta soup, macaroni and cheese, Italian beef steak, batter dipped fish.

Available daily: assorted grilled sandwiches, whipped and french fried potatoes, hot vegetables, assorted pie and salads.


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Offer expires Feb. 1, 1981. Limit one rebate per customer.

YOUR EMPLOYEE STORE

1030 Swinney

Open 11-5:30 Mon., Tues., Wed., Fri., 11-8 Thurs.



Employees fill 85 percent of POP positions

About 85 percent of the 145 job openings posted in the Promotional Opportunities Program in 1980 were filled through internal hirings, says Marilyn Torborg, POP director for Fort Wayne GE plants.

Ninety-eight of those openings were for exempt salaried jobs through level 9. Forty-seven were for non-exempt positions.

"Filling 17 of every 20 positions with POP applicants is a strong indication the system is meeting its objective of giving employees open access to promotional opportunities in Fort Wayne," Torborg adds.

What about the people who posted for the jobs and didn't get them?

"There could be many reasons why someone who posted did not get the job they wanted," says Torborg, who screens POP applicants.

In this first of two articles, Torborg points out some disadvantages in "POPing" for too many jobs and offers some suggestions.

GE NEWS: What can employees do to make better use of the POP program and fulfill their personal aspirations?

MARILYN: Some people use the "shotgun" approach and apply for every job that looks the least bit interesting. That strategy just hasn't proven effective. Those people are spreading their efforts too thin and are receiving a lot of "no" answers that can prove discouraging.



Marilyn Torborg gives advice for POP users.

I think the employees who have the most success are those who look carefully at the job descriptions and are selective in POPing for jobs. Successful POPers spend more time on their resumes to make sure the hiring managers know their qualifications and to make sure their qualifications meet the requirements for the job.

GE NEWS: What if a person doesn't meet the minimum qualifications? Is there any chance of getting the job?

MARILYN: Yes, there is a chance of getting the job, depending upon the specific qualifications that you are missing, and the qualifications

of other applicants. For example, if the minimum qualifications lists "3-5 years of marketing experience preferred", and you only have 2½ years of experience, you may have a chance. However, if the qualifications call for a technical degree, and you have only a high school diploma, you will be screened out from my office for not meeting minimum qualifications.

If something is listed as "required or essential", that's really what it means.

GE NEWS: How much screening do you and the hiring manager do?

MARILYN: I do initial screening for three things: First, have the applicants met time-in-position requirements, or do they have their manager's approval to move? Second, a person must be requesting an upgrade, unless he or she has the approval of the manager for a lateral or downgrade. Third, I compare the applicant's qualifications to the minimum qualifications desired, and to other applicants' qualifications.

Once I forward the self-nomination request forms of those minimally qualified to the hiring manager, he or she screens them again to decide the group of people to be interviewed.

In the next article, Marilyn discusses the best way to complete the self-nomination request form, so that the POP director and the hiring manager know your true qualifications for the job.

General Electric News

JANUARY 23, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 3

Energy saving, productivity improvements work hand in hand

Utility rate hikes, oil price increases — everywhere you look energy costs are going up. The trend is forcing individuals to change their lifestyles and companies to change the ways they operate. Fort Wayne GE plants are no exception.

Darral Patton, administrator of energy programs for Motor Business Group, says Component Motor Division is now using 30 percent less energy today to turn out the same amount of products as it did in 1972 and is aiming at additional improvements.

'Individuals can help by being energy conscious in their own work areas and by participating in suggestion programs.'

The federal government is requiring companies like GE to reduce energy consumption rates by 40 percent between 1972 and 1984. So far, the division is well ahead of schedule and will not be satisfied with meeting the minimum requirements. Says Patton, "We expect to beat the federal standards."

He adds, "Energy saving and productivity often work hand in hand."

As the cost of energy goes up, investment in energy-saving projects

becomes a significant way of achieving productivity gains through cost reductions."

And the converse is also true. "Almost any productivity gain will result in energy savings," he adds.

One example of this is the energy saved by the use of new automated anneal process machines. Using the old process, when line rates hit a certain level, an additional furnace had to be turned on to handle more products. With the new system, those same line rates can be achieved without the additional furnace, says Dave Berges, manager of manufacturing engineering for GPM.

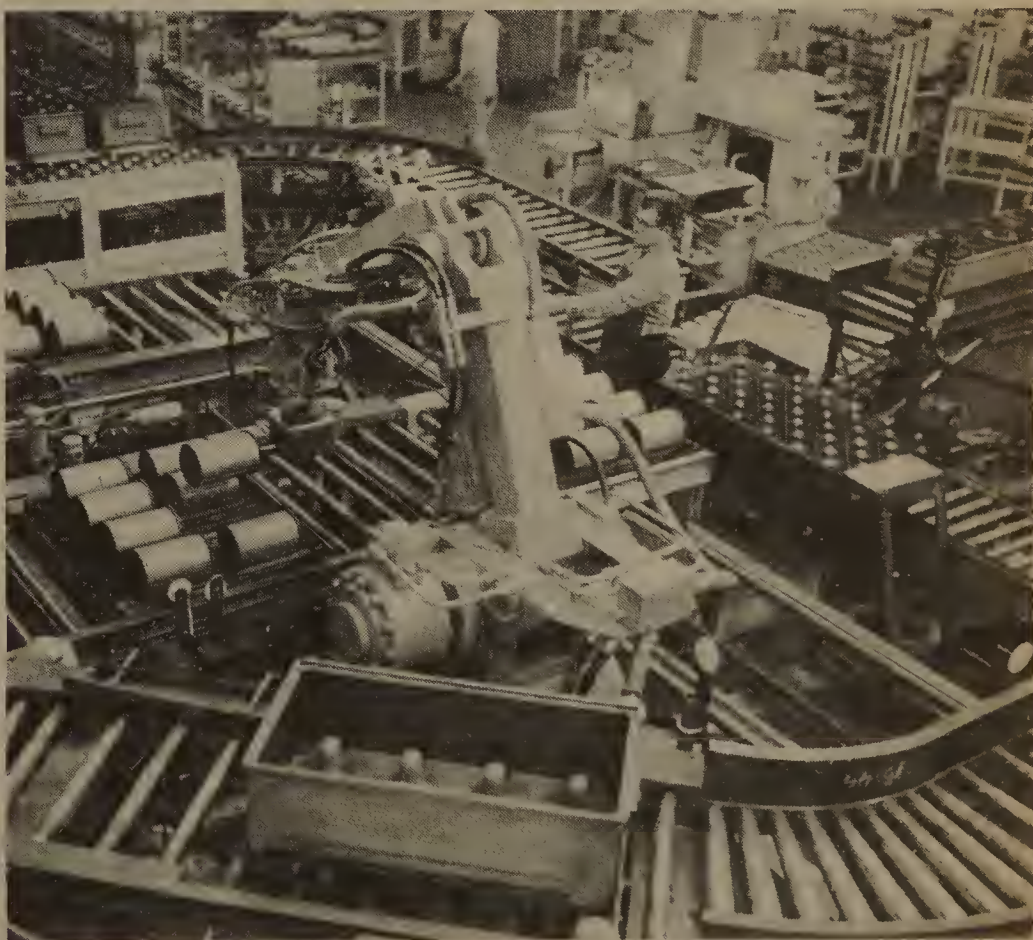
Patton said a good example of how energy savings increase productivity is the energy demand control system Taylor Street GPM has used for over a year. Industry is charged not only for straight usage, but also peak demand required.

A computer controls peak energy use by shutting down some energy users temporarily. Air conditioning and annealing furnaces, for instance, can be turned off for brief periods, with no effect on comfort or production, when energy use in the plant is high. These units are turned back on when energy use is lower.

This system saves about \$75,000 in energy bills a year, says Patton.

Since this ultimately reduces the per unit cost of products, it increases productivity.

See ENERGY, Page 4.



The new automated anneal process at Taylor Street, Section 14, not only increases productivity, but it also achieves substantial energy savings, says Rob Mikol, manufacturing engineer. For operator Victor Martinez, shown here, the \$270,000 GPM investment also means no more heavy lifting. At 1,400 degrees Fahrenheit the furnaces loaded with this process consume a lot of energy. The new system allows the use of one furnace instead of two, and the energy savings will assist GE in its quest to surpass federal guidelines for energy conservation. The investment includes a fully automated conveyor system and industrial robot. It became fully operational this month and is in its final implementation stage.

Benefits aid employees, families during lack of work

Now she can save money again

Army Burks and her family of four were used to a two-income lifestyle before she was laid off seven months ago from HMO. Because many GE benefits continued in force while she was not working, "the only major difference was not saving nearly as much," she said.

Army explained that unemployment benefits and the GE Income Extension Aid Plan combined to give her a total weekly income of 60 percent of her previous pay.

"I'm glad to be back so that everything (benefits) start building up again," she said. "My daughter got her teeth checked and cleaned while I was laid off. The company dental plan paid all that. And my son hurt himself, so we took him to the hospital. They paid all that, too."



Eve Porzuczek (right) trains Army Burks.

'Nice not to have to scrimp so much'

Louisa Freiburger, laid off since June 25, came back to work Monday at a vastly different job than she had before and four levels lower. Married with no children, Louisa explained, "I was getting antsy. I really started to get bored and irritable. I wanted to do more with myself." She was a stock helper in Building 4-1 before going on lack of work. She returned to a crimping job in Building 17-3. "Things got rough sometimes when bills came in all at once, and when unemployment checks wouldn't come on time. The SUB pay (Income Extension Aid) came on time, but you need the unemployment checks to get the SUB pay."

She took advantage of continuing dental benefits that covered bills for a checkup and fillings. "It will be nice not to have to scrimp so much now."



Louisa Freiburger on the job.

Callback restores full benefits

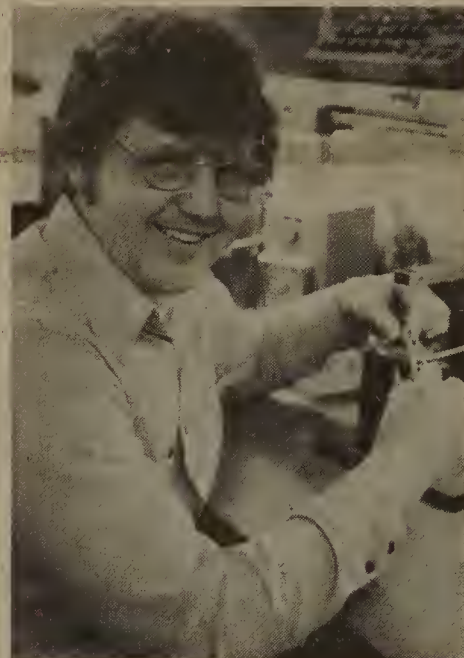


Jim Davis 'glad to be back.'

"I figured I'd be back to work about the first of the year," said Jim Davis, one of 35 employees being recalled to fill openings at HMO. Jim worked in Building 27 until he was laid off last July. It will be his third time working the varnish dip job at Building 17-3.

"In a way I'm glad to be back." With a wife and two children at home, GE benefits and a working wife helped a lot. "My wife took advantage of the dental plan," he said, "but the first of the year I started to get worried." The lay-off allowed him time to complete projects at home that he and his wife had saved for. "There are a few things I'd still like to do. Now that I'm working, I'll have the money to do them."

'Extension Aid — you could count on it'

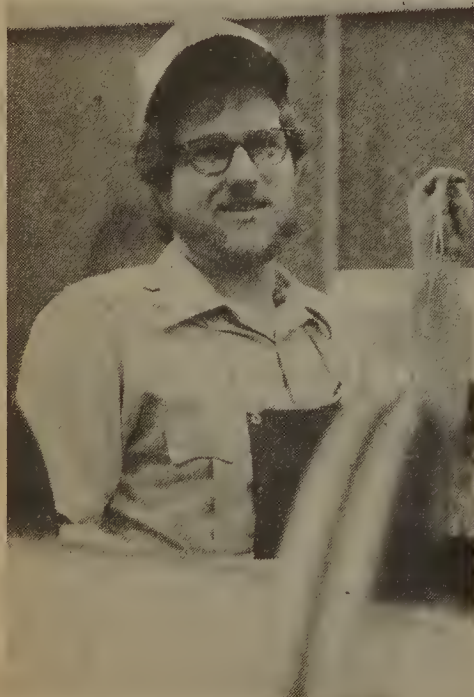


Benefits helped Jim Lackey.

Jim Lackey, out of work since August, said, "I really appreciated the Extension Aid payments. You could count on it — if you got your unemployment checks."

Jim is working as a die finisher at the Wire Mill. His son received a free dental checkup thanks to the dental plan. Jim also is submitting bills for recent wisdom teeth extractions which should be covered for one year after layoff. "The plan covers everything real good."

"I'm glad to be back, because when you're working you can count on your benefits. GE is a pretty good place to work. If you've got a good work record, you don't have to worry about them leaving you out in the cold."



Dallas Boatright back to work.

Family takes full advantage of dental plan

Dallas Boatright, wire enameler at the Wire Mill, was on lack of work since June before he was called back this week. "I have a wife and two kids. We all made use of the dental plan for checkups and cleaning," he said. "The Income Extension Aid came in pretty handy. The bad part was you don't know if you're going to get called back. Some places here in town don't have any SUB pay left. I guess we're pretty fortunate."

Medical insurance pays the bills



Sandy Ramsey was concerned.

Back on the job after being laid off since June, Sandy Ramsey made good use of her GE benefits. She was called back to work as an amp splicer at Section 15, SMD.

"I used the dental benefit twice, for fillings and cleanings while I was off work," she said. "I used the medical quite a bit, too, mainly for my allergies. I used a couple of hundred dollars anyway. I also used the dental for my son, and everything went well. I got my money back on both the dental and medical within a few weeks."

"I'm glad I was called back. I was getting a little concerned about the amount of time I was laid off."

40 years of service



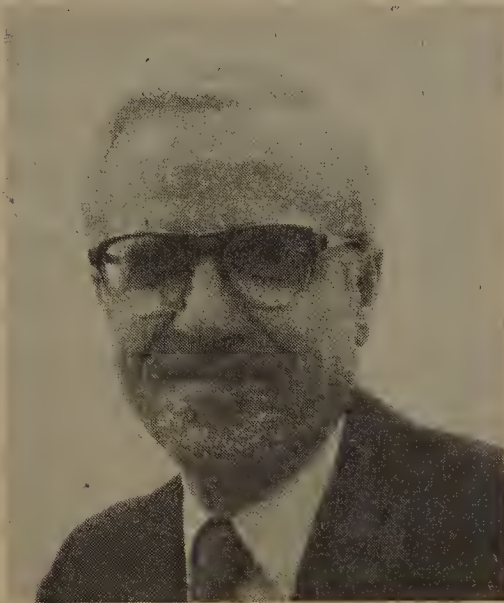
Bob Thain, Wire Mill, was honored for 40 years of service to the company.



Harold Lehman, MTO, recently celebrated 40 years of service to GE.



Louis W. Pieper, GPM Taylor Street, recently celebrated 40 years of service at GE.



Dave Kelker, Winter Street, Area Services, has celebrated 40 years of service.

ALLEY CHAT By Connie Houser

No-Tap Tournament slated for February

All sanctioned bowlers are invited to participate in the third annual No-Tap Tournament scheduled to run from Feb. 1-28 at the GE Club. First place prize to the winning team will be \$125 plus trophies.

No-Tap Tournament rules are that every time you hit nine pins on your first ball it counts as a strike. This tournament is 80 percent handicapped and all sanctioned bowlers are eligible. So be sure to sign up and bring your spouse, friends or family members. All participants

must be ABC or WIBC sanctioned. This is the only requirement. Call today for your reservation. Extension 2042 or 743-8487.

LEAGUE WRAP-UP

Monday Morning Ladies

Virginia Fletcher	193
GE Office League	
Gil Baker (236)	604
Dave Knepple	236
Dan Lepper	215
Jim Rieger	213
Denny Barnes	210

Monday Nite Ladies

Pat Walker (199)	529
Paula Gerding	502
(190)	
Edna Armstrong	502
(198)	
Dolly Evard	208
Donna Quackenbush	193
Terri Kuntz	180-180

Tuesday Afternoon Ladies

Janie Fischer (216)	550
Jan Kissinger	185
Delores Fox	181

Harmonic League

Don Gilbert (247)	601
Robert Keister	243
Ralph Thomas	225
Rich Covey	232
Rick Warren	216
John Nix	214

Wednesday Owl League

Bob Bellis	247
Howard Eastes	211

Small Motor League

Gil Baker	631
(234-217)	

Wayne Spratt	221
Rusty Peterson	218
John Segyde	213
Ed Fischer	211

Seniors (Thurs & Fri)

Clara Lauer (190)	508
Helen Letts	184
Herbert Winter	222

Apperatus League

Dave Saalfank	221
Merv Lowden	211
Lee Schnepf	211
Bill Lipp	210

Emmaus Married Couples

Lucille Evans	190
Wayne Imbody	211

Friday Nite Taylor St.

Delbert Lewis	219
---------------	-----

Friday Nite Ladies

Callie Allen	199
Georgia Thieme	182

Gertie Jones converted	8-7-10 split.
------------------------	---------------

His & Hers League

Cheryl Remmert	527
(190)	
Jean McDaniels	515
(190)	

Terri Kuntz (196)	506
Mary Weiks	189
Kay Thomas	188

Bill Remmert	617
(218-222)	

Bud Aker	215-222
Steve Ort	214

Shoemobile to visit next week; chance to start year on right foot

All employees are welcome to shop for safety shoes when the Shoemobile visits the three Fort Wayne locations next week, says Lois Neloms, manager of employment.

The Shoemobile will be at East Broadway on Monday, West Broadway on Tuesday, Taylor Street on Wednesday and Thursday and Win-

ter Street on Friday. The next visit will be in April.

"We've negotiated with the company (Midwest Safety Shoe Corp.) to supply a better price than most people can find elsewhere," says Neloms. "We've also made it convenient by having the Shoemobile visit each location."

ADLETS

RIDERS WANTED

LEO TO TAYLOR ST., 1st shift. 627-5128.

RIDE WANTED

CAMPBELL RD., off 37, 4 miles SW of Hicksville, OH, to Taylor St., 1st shift. 657-5741.

BEDFORD DRIVE in New Haven to Winter St., 1st shift. Ext. 7328 or 749-0159.

FOR SALE

TIRE CLEATS for traction on ice, nvr used, \$3. 422-7636.

'73 NOVA, 2 dr., good cond., new tires & Crager whls. 747-2954.

BABY PARAKEETS, 3, lg. cage, \$60; sm. GE elec. organ, \$35, 8-5 p.m. 485-8718.

GE MICROWAVE OVEN, like new. 639-6618.

REFRIGERATOR & RANGE, wht, good cond., \$125 ea. 432-3741.

FORD 429 C-6 trans., \$200; Pont. 389, \$150; 12'x60' mobile hme, \$3,800. 447-5910.

30" RANGE VENT, cprtn, w-outside vent complete. 749-4485.

LINEAR-AMPLIFIER, JB200A, \$225; firm; CDE rotor & box, \$35. 747-5606.

4 ROOM BUNGALOW, SE, \$15,500, may contract. 424-1064.

ORGAN, sgl keyboard, ex. cond., looks like spinet piano, \$175. 432-9702.

WEDDING DRESS, sz. 11, \$80. 432-2316.

'67 DODGE PICKUP SHORTBED, 318 engine, \$300. 638-4517.

HARDWOOD GUN CABINET, holds 8, storage below, \$100. 447-9659.

'46 GE REFRIGERATORS, used every day. 745-0897.

INSULATED CAMPER TOP, Rebel, fits Courier-Luv, \$35. 639-3389.

'74 MONTE CARLO LANDAU, air, tilt, PS, PB, 63,000 miles, aft. 5:30 p.m., \$1,950. 622-7353.

TWO KEYBOARD ORGAN, needs minor repairs; wigs, clothes, ex. cond. 424-2441.

AVON CHESSMEN, complete set, filled bottles. 424-2753.

'71 OLDS DELTA, air, PS, PB, ex. cond. 486-2021.

CAMERA-XD11, '80 model, body only, nvr used, \$275. 637-5003.

'78 FIREBIRD FORMULA, T-top, PS, PB, air, \$4,800. 432-3274.

CHILDREN'S CLOTHES, boys & girls, szs 8-10, coats, boots; tires, 878x14. 447-7968.

'68 BUICK LESABRE, 2 dr., small V8, \$250. 456-4859.

12 OZ. BEVERAGE CANS, over 900. 485-2520.

NORWEGIAN ELK HOUND PUPS, reduced, sell on time. 637-3482.

'71 GMC VAN, 6 cyl., 20 MPG, good shape, \$950. 627-5997.

COVINGTON, 2 adult crypt, Garden of Apostles, \$425. 1-305-878-8941.

GAS CONVERSION BURNER, coal & propane gas htr. 432-0046.

'68 CHRYSLER, extra good, \$250; 12" chain saw, like new, \$75. 639-3826.

'70 SNOWMOBILE, 290 CC, runs good, aft. 5 p.m. 493-1431.

MAN'S LEFT-HANDED GOLF IRONS, 2 PW, \$30. 446-6643.

24" GAS STOVE, blk glass front, like new, \$125. 747-6523.

MEN'S ICE SKATES, sz. 8, \$5; lady's ice skates, sz. 6, \$3.50. 747-3871.

WANTED

BUMPER POOL TABLE, prefer 3 in 1, cards, dining & pool. 623-6361.

'75-'80 USED FOLD-DOWN CAMPER, in ex. cond. 483-0817.

LIONEL & American Flyer trains, any cond. 1-724-8011.

FOR RENT

APT., SW, 2 bdrm, appl., carpet, ideal for baby, lots of space, \$160. 747-0241.

3 BDRM HOUSE, pool, garage, 3737 S. Barr, \$300/mo. plus deposit. 426-6441.

NEW SMALL APT., 1840 Broadway, util. pd., \$165. 745-7192.

SERVICE

ROOFS, siding, & general remodeling, reas. 484-9818.

PHOTOGRAPHY, weddings, family portraits, pets, copy work, children, etc. 432-9753.

NEW ROOFS & roof repair, licensed and insured, quality work. 432-5324.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

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Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Address _____ City _____

Home Phone _____ Bldg. _____

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GENERAL ELECTRIC

COIN helps managers make heads or tails out of inflation

To help Fort Wayne GE managers and other key employees see their operations as they really are, rather than as distorted by inflation, Lloyd Stubbins has been conducting COIN workshops. COIN stands for "Effectively Coping with Inflation."

Stubbins, SMD manager of foreign subsidiary accounting, has presented the course to some 30 Fort Wayne managers. Other employees have seen a film of GE Chairman Reginald Jones discussing the effects of inflation on business.

"COIN is a way of getting managers to think real," says Stubbins. "The company's intent is to increase real working capital and improve real performance."

The question is what is "real" and what is not?

Inflation distorts earnings

For one thing company earnings, as traditionally reported, are distorted by inflation, says Stubbins, because of inflation's impact on costs.

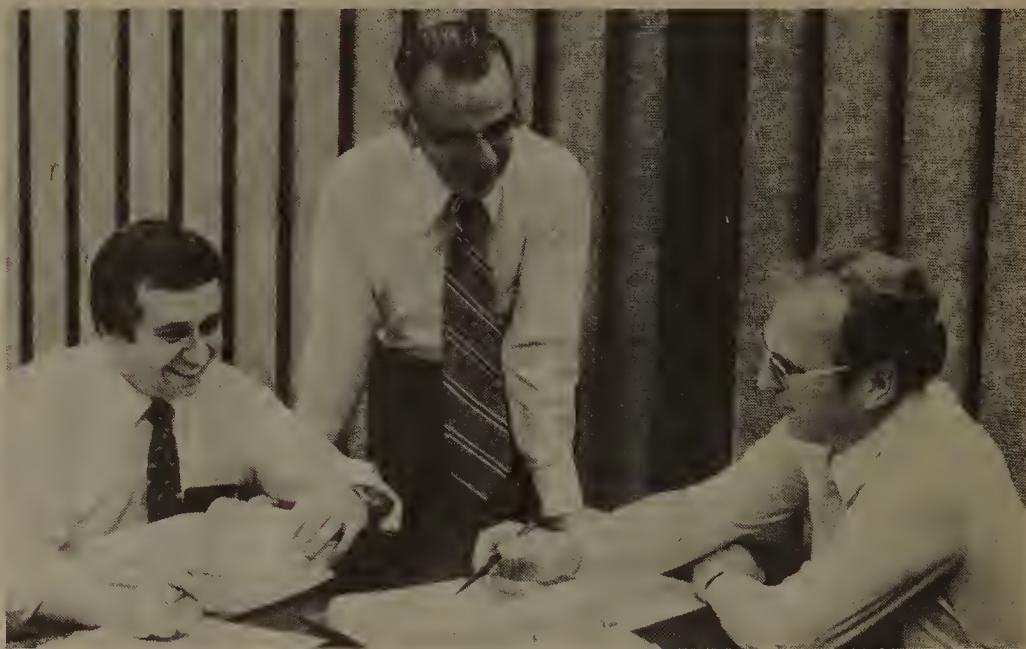
Two kinds of cost in particular are of concern to businesses. One is the cost of goods sold, or inventory used in production. The other is depreciation. The problem is that inflation makes these costs seem less than they actually are. In turn, this makes profits seem bigger than they

actually are. COIN helps managers see this distortion so they can make decisions based on "real," or current costs.

The GE Annual Report on 1979 performances provides an example. The company's return on sales was 6.3 percent as traditionally reported. But when inflation's impact on specific costs are taken into account, the "real" costs are shown to be higher, which drops the return on sales to 4.4 percent.

Stubbins says one way every employee can effectively battle inflation is by improving productivity. Since productivity increases when the unit cost of a product is reduced, improved productivity can work directly to help offset inflation, says Stubbins. Jones stressed that point in the film on inflation, and Richard T. Baker, a GE director, emphasized productivity in a September speech on inflation. Baker said, "... improved productivity is the best way we have of getting inflation under control and meeting our international competition."

Stubbins adds, "A lot of the things we are doing to combat inflation are things we've always done. But with double-digit inflation, these things take on increased significance. By knowing how to cope



Lloyd Stubbins (center) goes over a textbook case on inflation with Bill Borgman, Broadway GPM manager of operations analysis, and Gary Sykes (right), GPM Taylor Street manager of materials.

with inflation, we'll become a stronger company.

"A company that doesn't know its 'real' costs, doesn't know where it stands. It's going to be a weaker company."

Stubbins says it is important that the company makes 'real' profits so a portion of them can be reinvested in capital improvements to better secure future jobs and improved earnings.

New Alger Award for engineers

A new prestigious award, known as the "Alger Award," will be presented to a top motor engineer or scientist employed in the rotating electrical machinery businesses of GE.

These include the Industrial Products and Components Sector, the business counterparts in the International Sector, or the laboratories which serve these businesses. The main criteria for selection will be the highest, outstanding individual technical achievement over a sustained period of time.

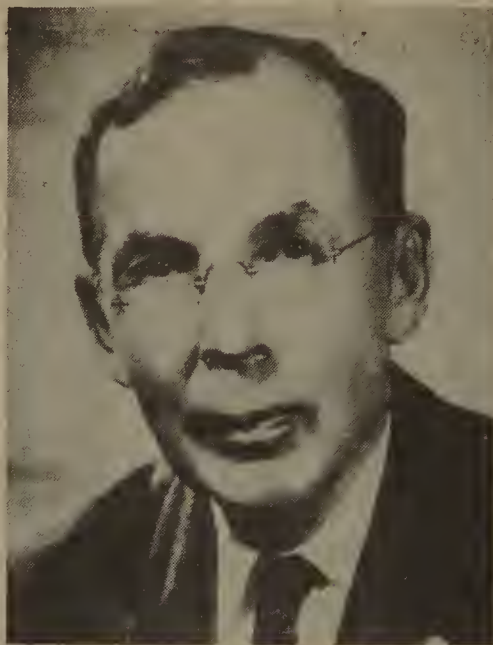
Other criteria may include patents, publications and recognition by fellow employees or other professional groups. The Alger Award has been established to recognize and encourage engineering contributions to General Electric in the field of rotating electrical machinery.

The award is named after Philip L. Alger (1894-1979), who, in the course of his 40 year career with General Electric, was internationally recognized for his contributions in the field of electric motors and electric motor drives.

Award includes grant

The award will be a plaque to the winner and a \$3,000 grant to a college or university of the winner's choice for the furtherance of education in engineering and science. This award will be granted biennially for a 10 year period beginning in 1981.

Any General Electric employee, and particularly non-manager engineers, may submit the nomination of a colleague for this award. Nominations are due before Feb. 27, 1981.



Award named for Philip Alger.

Nominations originating from the General Purpose Motor Department should be submitted to Robert A. Susdorf; from the Specialty Motor Department to Donald R. Bussick; and from the Motor Technology Operation to Clovis E. Linkous.

After screening, nominations will go to Van Williams, senior vice president and group executive, Motor Business Group, for final selection.

He will present the award at a banquet in Schenectady on April 28 in connection with the regular meeting of the company's Rotating Electrical Machinery Symposium. Alger was a leading participant in this event for many years.

For more detailed information on the criteria, etc., please request a brochure from Jean Noller, Ext. 3679.

Reporting relationships change for STD

A Jan. 1 organization change realigning reporting relationships of parts of the Specialty Transformer Department was announced recently by Dan Lovinger, department general manager.

As of this year, STD began reporting directly to James Curley, senior vice president for Contractor Equipment Business Group. At the same time, the Computer Venture and Copier Power Supply operations, which had been a part of STD, were consolidated under Bruce McDonald. McDonald reports to Tom O'Connor, manager of Industrial Electronic Business Group's planning and development operation.

Energy

Continued from Page 1.

"We will continue to install energy control systems throughout the group," he adds. Winter Street and Decatur GPM plants are expected to have such systems operating in a few months, adds Berges.

Other energy-saving examples in Fort Wayne include:

- A fan jet air make-up system was installed in Hermetic Motor Operation. This system uses warm air off the annealing furnaces to heat the incoming make-up air. This eliminates the need for a steam-heated air system that cost over

\$7,000 per heating season to operate.

- Replacement of lighting systems and motors with high efficiency lighting systems and motors. Because of higher energy costs, the payback on such investments has been shortened dramatically in many instances, says Patton.

"To make our energy-saving programs work and to achieve our goals, we need the help of everyone," Patton adds. "Individuals can help by being energy conscious in their own work areas and by participating in suggestion programs."

"It all adds up."

In memory

Marjorie Ruth Mercer, Willshire, Ohio, died Jan. 16. She worked at GPM before retiring in 1965.

William G. Demsey, Fort Wayne, died Jan. 15. He was a general foreman prior to retiring in 1957.

Samuel E. Baumgartner, Fort Pierce, Fla., died Jan. 14. He retired in 1961 from Specialty Transformer Department.

Dewey R. Wickliff, Bluffton, died Jan. 13. He was a seal applier at GPM, Taylor Street, before he retired in 1963.

George E. Allen, 1725 Dunkleberg Road, Fort Wayne, died Jan. 13. Prior to retiring in 1970, he was an assembler in Building 4-3, SMD.

Marjorie L. Carrier, 423 DeWald, Fort Wayne, died Jan. 7. She was a hand insulator at East Broadway, GPM.

Menu

Monday, Jan. 26 — minestrone soup, beef and noodles, grilled ham steak.

Tuesday, Jan. 27 — chicken rice soup, beef goulash with rice, roast beef.

Wednesday, Jan. 28 — beef barley soup, turkey a la king with potatoes, liver and onions.

Special: Mexican fiesta.

Thursday, Jan. 29 — chicken vegetable soup, pork and noodles, country beef steak.

Friday, Jan. 30 — New England clam chowder, macaroni and cheese, flame broiled beef steak, batter dipped fish.

Employees speak out on S&SP



Story on Page 2

\$10.7 million 'payout' goes to S&SP investors

Over \$10.7 million worth of Savings and Security Program investments were distributed this month to employees and former employees covered by the local personnel accounting office, says Carl Diehm, payroll supervisor.

Based on year-end market values, here's how the "payout" for the holding period just ended — 1977 for S&SP investments and 1975 for the Savings and Stock Bonus Plan — went out:

- Over \$1.8 million was in GE stock. That included 29,851 shares.

- Over \$7.6 million was in U.S. Savings Bonds (maturity value). A total of 152,362 bonds were mailed.

- Over \$1.2 million was in S&SP Mutual Fund units. A total of 35,728 units were involved.

- Over \$105,000 went to recipients in cash.

"Most people choose their investments according to their individual concern for security and their own personal goals," explains Diehm. "Many, of course, plan on holding the securities they are receiving

rather than immediately turning them into cash."

He points out that "Stock and mutual fund values rise and fall with changes in the market. On the other hand, U.S. Savings Bonds have a specified rate of interest and steadily increase in dollar value to maturity."

Before investing in the Savings and Security Program, or changing S&SP investments, employees should review the program in their benefit booklets and the S&SP Prospectus.

General Electric News

JANUARY 30, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 4

Local plants now compete in global marketplace

"Our business is becoming truly international," Mike Novosad told leaders of the IAM Lodge 70 and IUE Local 901 in meetings last week.

Novosad's "office" is in Building 18-5, but as manager of Components Sales Department's international sales, his "work place" is the area between Japan and New Zealand, known as the Far East, and the continent of South America.

He speaks with first-hand knowledge when he says "Japanese plant floors are clean enough to eat off of" and "they are an immediate threat to our business."

His conclusion after many overseas trips and working with foreign sales agents is: "We must succeed offshore to be successful."

Growth potential for local products

Novosad stressed that with over 3 billion people in the world and less than 10 percent of them in the U.S., it makes sense to look overseas to grow future sales. "Domestic sales of many of our products have flattened out, while international sales quadrupled from 1975 to 1980," he said. "Our Fort Wayne operations are a major part of our international sales effort. Sales of GPM area products totalled over \$5.3 million in 1980.

"GPM feels the major growth for its international sales will come from locally made products," he added. He said Latin America and the Far East will offer "tremendous opportunity for growth" in commercial air conditioning, pump and farm markets, and perhaps computer-related equipment.

"To successfully take advantage of these opportunities, GPM intends to offer and manufacture the right quality product at a competitive price."

If these goals are not met, "the business will go to competition that is both domestic and international," he emphasized.

Novosad noted that GE customers and potential customers are constantly raising their quality standards. As an example he told about one Japanese customer he visited who was irate over a product failure rate of only two in 3,000 units shipped to him.

"The Japanese strive to make their product right the first time because their customers expect it that way. It's a way of life with them. This is what we are up against," Novosad said.

Talking about the need to compete for international business, Novosad said, "If we do not compete offshore, we put ourselves in a defensive position in respect to our competition and jeopardize our future. We also limit ourselves to only a portion of a large market and therefore restrict our growth opportunities."

Novosad said GE's foreign plants also aid GE domestic operations in protecting and growing their sales. SMD's Singapore operation, for instance, makes sales overseas — because of its strategic location and low overhead — that Fort Wayne SMD couldn't get.

"If we can't meet these overseas threats in this way, it will result in losing sales to our competitors."

If SMD's Singapore operation (GEAC) does not get this business, it will go to SMD competitors and strengthen their ability to compete against SMD in its own backyard, the U.S. market, said Novosad. Overseas GE facilities help keep competitors on the defensive.

Singapore 'pulls through' sales here
"Doing a good job and establishing strong relations through GEAC helps pull through sales (from local plants)," he added.

"Our reputation throughout the world is good, and we continue to be the world leader . . . but consumers throughout the world are becoming less sensitive to who makes the products. Rather, consumers buy value — the right quality product at the right price. Our industry is no different. International competitors in our products are approaching the state of the art in motors and are attacking our markets."

See INTERNATIONAL, Page 2.



Jim Daughtry, Local 901 business agent, poses a question to Novosad.



Mike Novosad explains how international market conditions are affecting Fort Wayne plants.



Dan Toby, Lodge 70 committeeman, listens to marketing outlook.

S&SP Roundup

Bench machinist saves maximum

Mike Buuck, bench machinist at Winter Street GPM, is into S&SP for the maximum amount he is allowed under the plan, but it wasn't always that way. "I used to save 4 percent of my pay, but since you have to take a pay reduction no matter how much you save, I figure I might as well take the maximum."

(In general, non-exempt and hourly employees to whom general pay increases apply switch to a slightly lower S&SP pay structure when they join the program.) Mike saves 7 percent of his pay each week, and the company matches that with an amount equal to 3.5 percent of Mike's pay. Mike also has additional payroll deduction savings equal to 3 percent of his pay.

"I'm in the Savings and Security Program for retirement," says Mike. "It is about the only money I save. I figure it's like any other payroll deduction. If you don't get it, you never miss it."

He keeps track of the four savings options so he can put his money into the ones with the best value for him. "Last year I switched part of the percentage I was saving in the Mutual Fund



Mike Buuck increases savings.

to the HP Fund," he says. His payout of 1977 savings this January came in the form of GE stock certificates, U.S. Savings Bonds and Mutual Fund units.

"I have them delivered to me, but I don't cash them in. At some point I may enroll in the Retirement Option Account to take advantage of the tax savings," Mike adds.

First payout builds for future use



Fannie Johnson wants savings to keep growing.

Fannie Johnson, who works in repair at GPM, Winter Street, received her first S&SP "payout" this month.

"I started saving in S&SP about four years ago in all three funds (now there are four including the new Holding Period Fund). Later I switched to GE Stock and (U.S. Savings) bonds," she says. So this month she received GE Stock certificates, savings bonds and a small amount of cash left after whole bonds were purchased.

"I left the stocks and bonds in my account to keep on growing. I'm in S&SP because it's a good way of saving money and I like the company match. I have a savings account at the Credit Union, but it's so easy to take that money out.

"S&SP is my main savings for the future."

Winder finds switching savings 'easy'

Clara Minnich, a winder in Building 26-3, STD, has been saving in the S&SP program since 1969. Her January "payout" came to her in the form of U.S. Savings Bonds, Mutual Fund units, and GE stock and dividends. She also received some cash — left over from savings used to buy whole U.S. Savings Bonds.

"I can use the cash for whatever I want. I leave the rest invested. Someday when I retire I'd like to have savings built up," Clara said. She switched investments for the first time a few weeks ago. After hearing that the new HP Fund is expected to return 13 percent interest in 1981,



Clara Minnich switches savings.

"Switching was easy. I just went to payroll and they took care of it," she said. "S&SP is a good program. It pays good interest, and you get 50 percent company matching payments."

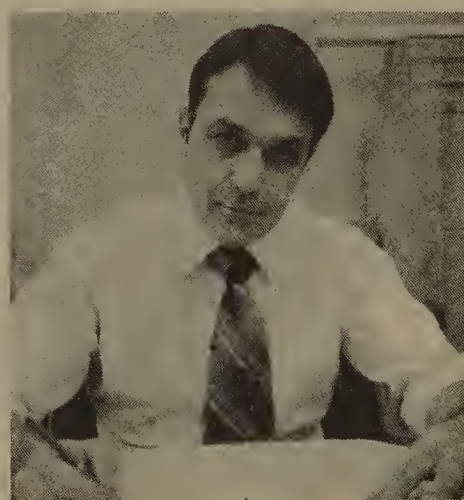
'S&SP . . . pays good interest, and you get 50 percent company matching payments.'

she moved savings she would have put weekly into the Mutual Fund to the HP Fund.

Company match, flexibility holds appeal

Keith Walda, specialist in planning and equipment for winding, finish and assembly at Section 15, says "The company match is what really makes S&SP attractive."

Before Keith joined the pro-



Keith Walda likes GE match.

gram in 1968 he had experienced disappointment with an investment program outside GE. "You know the company is going to be around so your money is on a solid foundation," he says.

His January payout came in the form of GE stock and U.S. Savings Bonds, which he cashed to help pay for his daughter's college education. Financing his children's education is his main goal in saving through S&SP, but he also likes the flexibility.

"For emergencies you can always draw out a portion of your savings, and typically you can get your money in a week or less," he said. "And you can always change the percentages you are investing in different parts of the program. Since it is done through payroll deduction you don't find yourself skipping a deposit now and then."

—International—

Continued from Page 1.

He noted that Toshiba, with plants in the U.S. and Japan, is making inroads into the 1-5 horsepower A.C. motor markets. Companies in Taiwan and Poland are other A.C. competitors. "Hitachi has taken D.C. motor business away from us at one of Broadway GPM's largest golf cart customers.

"All these international competitors have facilities in lower wage areas than GE. All have tremen-

dously dedicated work forces with plants that are highly automated and technology approaching and in some instances surpassing ours. It is this environment that we exist in and must be able to compete in.

"So what are we, GE, doing to survive and grow our business?"

Novosad concluded:

- "We search the world to determine the state of the art in manufacturing and product development.

- "We work on quality programs in our plants so we can improve and match up to competitors.

- "We build offshore plants with lower cost bases that allow us to retain business we ordinarily would lose and so we can grow our business worldwide.

- "We work on productivity programs that allow us to reduce our variable costs.

- "We strive to offer the customer the best value."

General Electric News

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GENERAL  ELECTRIC

ALLEY CHAT By Connie Houser

No-tap tourney starts Sunday

The GE Club will kick off the Third Annual No-Tap Tournament this Sunday. Top prize will be \$125 to the winning team. All GE employees, GE Club bowlers, family members, and friends are welcome. The only stipulation is that bowlers must be sanctioned with ABC or WIBC. Following is the schedule for the tournament. You can call in your reservation to Ext. 2042 or 743-8487.

NO-TAP TOURNAMENT SCHEDULE

	Time	Open Alleys
Feb. 1, 8, 15, 22	1:30 p.m.	6
	8:30 p.m.	12
Feb. 2, 9, 16, 23	9:00 a.m.	6
	1:00 p.m.	12
	3:45 p.m.	12
Feb. 3, 10, 17, 24	9:00 a.m.	12
	1:00 p.m.	12
Feb. 4, 11, 18, 25	1:00 p.m.	12
	8:30 p.m.	6
Feb. 5, 12, 19, 26	9:00 a.m.	12
	8:30 p.m.	4
Feb. 6, 13, 20, 27	9:00 a.m.	12
	3:45 p.m.	12
Feb. 13, 27	8:30 p.m.	4
Feb. 6, 20	8:30 p.m.	12
Feb. 7, 14, 21, 28	1:00 p.m.	4
	3:30 p.m.	4

LEAGUE RESULTS

Monday Morning Ladies	Harold Baker	214
Elsie Oliver	Dan Lepper	210
(180-184)		
Maggie Hunter	Seniore (Thurs. & Fri.)	
180	Esther Muzzillo	535
	(188-180)	
GE Office League	Gertrude Snyder	515
Don Bell (229-213)	(180)	
Paul Long	Earlene Macy	505
(210-218)	(183-188)	
Dave Knepple	Hilda Marks	189
Bob Lehman	Alma Yarks	180
Don Hitzeman	224	
Art Keller	Milt Marks	217
Skeets Lahrman	Sam Macy	214
Walt Rieger	Ralph Kelker	213

Monday Nite Ladies

Mary Welks (200)	505
Vicki Ungerer	192
Pat Walker	191
Terri Kuntz	184
Martha Anderson	182

Tuesday Afternoon Ladies

Janie Fischer (200)	534
Bonnie Scaff (180)	520
Louise Young	501

Small Motor League

John Hunnicutt (218)	800
Ron Cox	228
Don Bentz	225
Max Christensen	225
Cal Hapner	224
Rusty Patterson	217
Dave Knepple	211

Apparatus League

Ed Blenz	231
Paul Stemmler	218
Charlie Shipman	217

Hie & Her League

Jean McDaniels (183-199)	532
Mary Welks	189
Debbie Lee	182
Steve Ort	224
Steve Thomas	222

Friday Nite Ladies

Larry Petrie (226)	800
Art Smethers	226
Friday Nite Ladies	
Bonnie Roth (190)	503
Jean Cook	198
Martha Hire	198
Liz Papen	183

Junior League

Mark Gunkle	848
(201-222-225)	
GE Club's Alley Attendant	
17 years old...	
Ed Wise	212

Adam & Eve League

Marge Campbell (180-192)	549
Elaine Hofacker (182)	534
Kitty Jedlikowski (189)	518
Maureen Rodgers (183)	509
Dorie Gray	193
Paul Perry	232
Cliff Wagner	220
Ernie Garrett	210

Jack & Jill League

Dorthea Ramsey (182)	519
Wava Fiechter	186
Steve Schults	233

Pete & Tillie League

Bob Boyce	211
Sunday Sandbaggers	
Cheryl Remmert (185-211)	582
Bob Hureen	211

Mama & Paws League

Maria Hughes (191)	516
Flo Putman (190)	509
Arnie Conrad	258
Jim Blake, Jr.	210

Sunday Nite Mixers

Nancy Robinson	190
----------------	-----

MTO leads cage league

MTO extended its undefeated mark in basketball to 7-0 last week at the GE Club by downing the Thirsty Horde, 58-45. Larry Sordlet and Rick Stoller each scored 17 for the league leaders. Dale Ciceroa led the Horde with 14.

League standings: MTO, 7-0; Superstars, 5-2; J&J Tap, 5-3; Decatur, 1-6; and Thirsty Horde, 0-7.

Feb. 1 retirees bid farewell

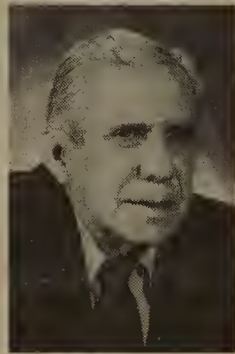
Robert W. Pion retires with 40 years of service. He started as a mold compounder in Building 12-1. His final assignment was maintenance machinist in Area Services, Taylor Street. "I thought long about retiring, then the thought came in my head. Spending all my years working, what am I going to do when I'm dead? Thanks, GE, I am ahead."



Deloris E. Spaw retires with 27 years of service and finishes her tenure in motor repair at SMD, Taylor Street. "I have met so many nice people since I came to GE in 1951. I will miss them all, but I am looking forward to my new way of life, spending time with my family and doing as I please."



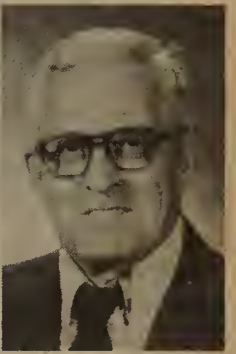
Floyd R. Brown retires with 37 years of service as a paint machine operator at GPM, Section 14, Taylor Street. He began on the stock winding machine at Building 6. "The jobs were steady and I liked to work. I hope to enjoy my pension."



Thomas E. Doell retires with 44 years of service. His first job was small drilling at Building 4-4. His final assignment was senior designer in GPM, Section 13. "I am involved in church work and plan to extend my activities in this area."



Carlton E. Beaver retires with 23 years of service. He started as a plumber in Hermetics, Building 17-2. He retires as a plumber in Area Services, East Broadway. "The benefits and pay are good. I and my wife will do some traveling. We are also rock hunters."



John H. Terry retires with 36 years of service. He ran the washer at GPM, Winter Street, before he retired. He began as a helper at Supercharger, Taylor Street. "I plan to talk on my C.B. and do a little traveling."



Also retiring: Edward M. Steinau, HMO, Building 17-1; Helen M. Houser, GPM, Building 4-3; Russell L. Stockert, Area Services, Taylor Street.

ADLETS

RIDE WANTED

COLUMBIA CITY TO TAYLOR STREET, 1st shift. 1-244-7495.

FOR SALE

DINING ROOM SUITE, lge, tble, 6 chairs, hutch, beautiful. 745-7481.
METAL TWIN BED; dk grn upholstered chair. 437-9814.
TWO SPACES in Covington Memorial Gardens. 1-244-5427.
CONSOLE STEREO w-AM-FM radio, good cond., reas. 489-5682.
5-ROOM BUNGALOW in Laf. Esp. Add., sell to settle estate. 456-6767.
GAS STOVE; qn sz bed. 424-8607.
SKIS w-bindings, poles, boots, men's sz. 10, \$35. 485-6753.
DISHWASHER; glass coffee & end tble; washing machine. 483-1897.
HOCKEY SKATES, sz. 7, good cond., \$25, aft. 2 p.m. 743-5049.
AKC REGISTERED BRINDLE GREAT DANE PUPPY, fe, 7 wks old. 446-6903.
DIE-HARD BATTERY, like new, \$25. 493-3926.
'73 JEEP CJ-5, has extras. 484-8886.
MAN'S TOP COAT, wool, sz. 42, dk gray, like new, \$15. 745-2120.
FROST-FREE REFRIGERATOR; range; trumpet; clarinet. 489-5770.
CARPET, 50 sq. yds., lt. grn, like new. 637-6682.
STEREO, 100 W, AM-FM, 8-trk, grd phono, 2-8" spkrs., \$75. 744-3808.
SUPER 8 MOVIE CAMERA; coat; linens, 15 goudenier glasses. 485-1709.
2-KEYBOARD ORGAN, elec., 2-sound system, \$350. 456-2086.
'74 EVINRUDE ROTARY 35 SNOWMOBILE, elec. start, reverse & cover, low miles, runs good, \$495. 432-2414.

'79 CHEVETTE, 4 dr., auto, htchbk, minor damage, \$2,995. 483-7500.
LADY'S SKI OUTFIT: jacket, sweater, bibs, sz. 12, \$70. 456-8115.
NAVAHO AFGHANS. 693-2687.
'79 FORD FAIRMONT, 2-dr., 6 cyl, air, cruise ctrl, 26,000 miles, like new. 747-3592.
14" BAND SAW, Rockwell. 749-9902.
DAVENPORT, blue, gld, grn, 8', like new, mst sell, \$175. 432-2274.
MAPLE BUNK BEDS w-Sealy Posturpedic mattresses. 489-6723.
2 WHITE FACE STEERS, approx. 325 lbs. 1-824-2899.
CAST IRON SINK DRAINBOARD, good for lake or cottage, \$10. 424-6826.
LADY'S DK BWN PUMPS, 7 1/2 N, worn twice. 432-2129.
'76 MOPED, 800 miles, ex. cond. 745-7161.
'69 VW, 2 spd, runs good, needs paint, \$550. 432-4793.
WRINGER WASHER, 5 yrs. old, like new. 435-6733.
ICE FISHERMAN SPIKES & MOUSIES, aft. 4 p.m. 622-7107.
SVC. MANUALS FOR '71 FORD passenger cars, \$10. 432-3274.
'73 PONTIAC, air, auto, PS, PB, reg. gas, good cond. 422-9368.
FIREWOOD, \$60/cord split & delivered, \$35/rarik. 483-1077.
7 ROOM HOUSE, fenced yard & garage, rent or sale. 447-7968.
5 PC. PREMIER DRUM SET, good cond., new heads, \$275. 672-3983.
'78 FORD BRONCO RANGER, 400 eng., completely loaded. 456-5900.
'72 SKIDOO TNT SNOWMOBILE 440, good cond, \$350 or bst offer. 627-2429.
MASSEY HARRIS 44 GAS TRACTOR with 3-16 IH pull type plow, a.m. 1-337-5671.
'79 FORD VAN, cap, wind van, 2 tble, 8 pass. 483-7717.
CARTRIDGE RELOADING SYSTEM/dies for 30-06 & cases; cap & ball six shooter & acces. 432-9874.

WANTED

OFFICE DESK & chair, reasonable. 747-7208.
20" PORTABLE FAN. 484-4251.
TRAINING WHEELS for 20" bicycle. 483-3858.
LARGE OUTDOOR CHRISTMAS TREE LIGHTS. 432-3172.
PIANO, good cond., reas. 485-4549.
LIONEL & American Flyer trains, any cond. 1-724-8011.

FOR RENT

HOUSE, 5 rms, no pets, 3314 Chestnut, aft. 5 p.m. 422-6891.
2-STORY DUPLEX, SE, 1,400 sq. ft., 3 bdrm, 1 1/2 baths, 1 car gar., appl., ex. cond., \$350. 447-1083.

SERVICE

SNOW REMOVAL, U.S. 24W/Time Corners area, very reas. 432-2168.
NEW ROOF or roof repair, licensed, insured, quality work. 432-5324.
BABYSIT, days, blk from Lutheran Hosp. 745-2764.
HOUSECLEANING, \$20 per general cleaning. 747-5531.
PHOTOGRAPHY, weddings, individual, baby portraits, copy work, cust. framing. 432-9753.

FREE

COLLIE, 1 yr. old w-papers, free to good home. 489-4881.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

POP form — powerful persuader if done right

In the second of two interviews, Marilyn Torborg, director of the Promotional Opportunity Program in Fort Wayne, discusses the most effective way to fill out a POP form. POP is used to fill non-exempt and exempt job openings through Level 9.

GE NEWS: What are the basics that an applicant should keep in mind when filling out a POP form for a job?

MARILYN: First, everyone should use the updated POP form with the heading, "Self-Nomination Request Form - Promotional Opportunity Program." Old forms entitled, "Self-Nomination and Resume Form for Promotional Opportunities" should be discarded. Updated forms are available in the Employee Relations Office.

GE NEWS: What should an applicant include on the new form?

MARILYN: The best way to get started is to look closely at "Duties and Responsibilities" and the "Minimum Qualifications Desired." In the section for work experience, the individual should list the major jobs of his or her career that apply to this job. This would include the pay level such as R14, G7 or L8.

GE NEWS: Should employees attach their CMMDs or resumes?

MARILYN: Yes, that is a good idea, but I think they also should fill out the regular POP form. This form is a good way to highlight aspects of your work experience that apply to the particular job you are seeking, and it gives the manager a good summary of your background and how you might fit into the job. Comments such as "See employment file" aren't effective. Applicants need to do this work themselves, and really can use it to sell themselves.

GE NEWS: What types of information should be included under the sections that say, "Additional training and/or education," and the section "Other background, experience, or skills you consider important to your request?"

MARILYN: Let me take a couple of examples. One of the minimum qualifications might be good communications skills. Maybe the applicant hasn't done any particular communication tasks on any of his or her jobs. But if the applicant has done communication work outside the job, such as for a service club or church, that could be listed as "other background." Also, other qualifications that may not be evident

from your resume or CMMD, such as attendance record or ability in math, could go into the "other background" section.

GE NEWS: Must the applicant's manager approve every POP form turned in?

MARILYN: There is a place on the POP form where it says "everyone must have their manager sign, for information only." This must be done so that the hiring manager knows that the applicant's manager is aware of the potential job change.

GE NEWS: There are two other places for a manager's signature. What is their significance?

MARILYN: If the applicant is requesting a lateral or downgrade move, or hasn't been in the present job long enough, the manager has the option of releasing the applicant or not. It is the manager's decision.

GE NEWS: If an applicant already works for the hiring manager, should the form be given di-

rectly to him or her?

MARILYN: No, all applicants should put their POP forms in one of the regular POP boxes, rather than send it to the hiring manager. This assures that we have a record of it and can answer questions about it.

GE NEWS: Are there any final suggestions you have about POP forms?

MARILYN: Yes, always look closely at what is asked for. Talk about each on your form. If it says that you need to have a four-year degree in accounting and you have one, list it. If you don't have the exact qualifications, but feel that your experience is comparable, explain in detail.

GE NEWS: Marilyn, where should people go with questions about POP?

MARILYN: They should ask for assistance in their employee relations office or call me on Ext. 7320. Also, if anyone would like help in writing a resume, they should feel free to call me.

POP brings computer operator back from layoff



Pam Hamm is back to work thanks to POP.

Thanks to the Promotional Opportunity Program Pam Hamm has returned to GE after being laid off for lack of work since June.

The POP program also worked to the advantage of Ken Garrison, supervisor of data processing for Specialty Transformer, Pam's "hiring manager."

Facing with hiring someone to replace his specialist in computer operations, Ken turned to POP. The three applicants for the job met the minimum qualifications, but Pam had specific experience on the main machine she is now operating.

"There are not many people in the whole Fort Wayne area with experience on this particular machine. Pam had the best qualifications for this specific job," Ken says.

Pam says that people she knows at GE kept her posted for POP openings. "I knew I wanted to go back into computer operations, so I only applied for two GE jobs since I was laid off last June," she adds. "I applied at other companies, but applying through POP was easier than applying elsewhere. The POP form is simple and to the point. I have a lot to learn, but I'm happy with my new job."



Stockkeeper Lindberg Bryant's suggestion for preventing scrap on shell overruns produced annual savings to the company of \$835 and earned him a check for \$101.89 at SMD Taylor Street. Lindberg receives his check from Section 15 Plant Manager Otis Price (left). Looking on, from left, are Chet Reinking, manager of shop operations, and foremen Helen Thieme and Bob Dirig in winding and finish.

In memory

Carl R. Tuerschman, Lutheran Home, died Jan. 24. He was an order and price clerk when he retired from SMD with 50 years of service in 1957.

Roger H. Hurst, Fairfield Health Care Center, died Jan. 24. He was a stockkeeper in Section 13 when he retired in 1973.

Alice M. Snyder, 2201 Klug Drive, died Jan. 21. She worked at AC Motor and Generator before retiring in 1972.

Theodore H. Roehm, Lutheran Home, died Jan. 18. He retired from GE in 1960.

Lyston P. Persing, Chapel Hill, N.C., died Jan. 16. Prior to retiring in 1959, he was a specialist in advanced time standards and methods in Building 4-6.

Patrick M. Merritt, 5515 Dartmouth Drive, died Dec. 17. He was an internal auditor in Building 4-6, SMD.

Cecile W. Egly, 832 Boggs Ave., died Nov. 16. She worked at GPM before retiring in 1971.

Menu

Monday, Feb. 2 — chicken noodle soup, chili mac, Canadian bacon.

Tuesday, Feb. 3 — beef rice soup, turkey tetrazzini, Salisbury steak.

Wednesday, Feb. 4 — lima bean bacon soup, ham and boiled cabbage, sliced roast beef. Special: Mexican fiesta.

Thursday, Feb. 5 — French onion soup, beef with Spanish noodles, breast of chicken.

Friday, Feb. 6 — vegetable soup, macaroni and cheese, baked ham, batter dipped fish.

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FEB 16

Fort Wayne, Ind.
Wayne E. Allen

General Electric News

FEBRUARY 6, 1981

FORT WAYNE, INDIANA

VOLUME 63 NO. 5

HMO productivity investments help curb inflation

With costs of energy, materials and labor climbing and competition limiting the ability to recover those costs through price increases, the Hermetic Motor Operation here is emphasizing the need for produc-

tivity gains.

Part of this effort is the continuing investment in up-to-date equipment to keep HMO competitive in the worldwide marketplace, says Plant Manager Larry Rybicki.

Two such investments, totaling \$205,000, were made in 1980 and are now fully operational, says Jim Wiegman, manager of quality analysis and planning. An Industra Wind and Inject Machine which cost about \$115,000 was installed in Building 17-3 last November. It became fully operational in December and replaced the last of the coil transfer winders that were introduced about 30 years ago.

"Phasing out the old machines and bringing the latest advancements on line is an evolutionary process. It's the ongoing process of keeping up to date," says Wiegman.

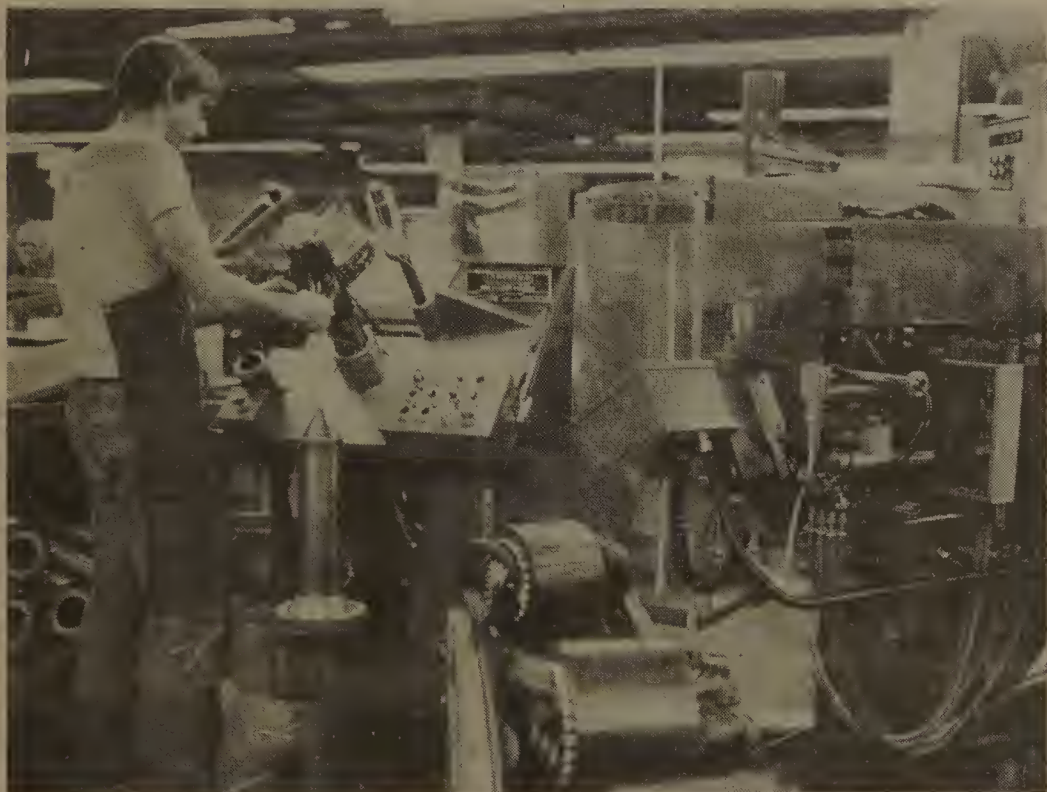
All single phase lines now have identical equipment, which improves the flexibility of scheduling and production response to customers.

The second major investment occurred in Building 17-4. It took most of 1980 and an investment of about \$90,000 to add eight Three-Phase Crimping Machines. The machines were phased into the operation one at a time so that operators could be trained and the machines de-bugged and checked out.

By replacing the former connect and weld operation with new machines and newly trained operators,



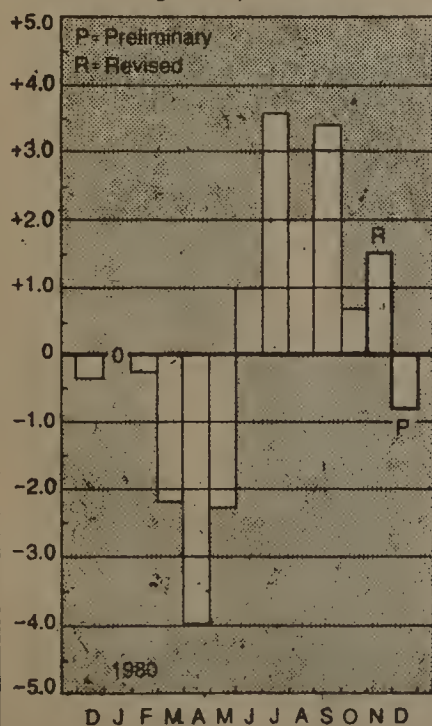
Sandy Richards was the first to operate one of HMO's new Three-Phase Crimping Machines. "When I come in, it's ready to go," she says. "It's a cleaner job than some. I haven't had too much trouble with this machine."



Bob Gerber, who has been operating the new, \$115,000 Industra Coil Winder for three months, says, "I like the job." Here Bob injects two coils while two more are wound (right) by the machine.

The leading economic indicators

Per cent change from previous month



Chicago Tribune Graphic;
Source: U.S. Department of Commerce

Index of leading indicators dropped in December.

CMD sales were down in '80

Economic tug 'o war gives reason for caution

While General Electric reported increased sales for 1980 (See story on page 4), Component Motor Division sales fell from 1979 levels, and the outlook for 1981 is not clear.

Division sales through Components Sales Department were down about 8 percent in dollar amount, and units sold were down even further, says Dick Kirk, manager of sales planning.

Kirk said CSD's business began strengthening in late fall 1980, and by December most appliance and air conditioning lines were showing strong recovery, but economic signals have made business managers suspicious of this rebound. Kirk, for instance, notes that GE economists are now forecasting a growth of only 1.8 percent in real Gross National Product for 1981 — "and that is based on a strong second half of the year.

Signals point both ways

"So on the one hand," Kirk adds, "we are being told that the new level of Social Security deductions will create a drag on the economy and that real disposable income will rise by only 2.5 percent. On the other

hand we are straining to meet customer demands for our product in many areas.

"It's like driving with one foot on the accelerator and the other foot on the brake."

The economy itself is giving off a mixture of "stop" and "go" signals.

Housing remains flat

The Index of Leading Indicators in December dropped for the first time in six months. Economists use the index to gauge the future health of the economy in general. A more specific indicator of the future for Component Motor Division is housing starts. Those remained flat in December. Starts occurred at an annual rate of 1.55 million in December, compared to 1.56 million the month before, according to government reports.

However, the prime interest rate, which had been stuck at 20 percent since the first of the year, was lowered by some banks to 19½ percent. Mortgage interest rates tend to follow the lead of the prime and affect housing construction.

Kirk said, "Everyone is being very cautious about watching inven-

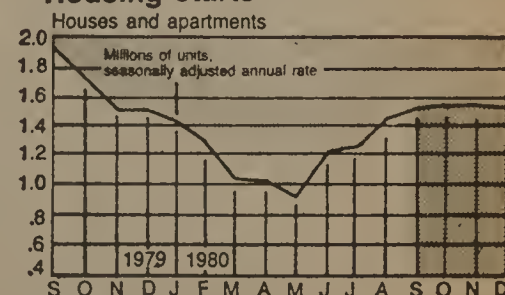
tories, but in the meantime we will have to make every effort to respond to real customer production plans.

"Our latest check shows firmness in customer production plans through April, and we will need to monitor this very closely."

Last April, Kirk noted, was when the recession arrived in the motor markets. "By May we had customer shutdowns, schedule interruptions and the OEM market in general disarray.

"At best we look for a sluggish 1981-82 recovery overall, but meanwhile we will capitalize as much as possible on this short term opportunity," Kirk concluded.

Housing starts



Chicago Tribune Graphic

High interest rates put lid on housing starts.

\$70,000 per month helps pay employee dental bills

The new Dental Assistance Plan is paying over \$70,000 in dental bills per month for Fort Wayne GE employees.

Ralph Haines, specialist in audits and reports, says the number of claims processed has averaged 1,376 per month while the total payout per month averaged \$71,360 after July, the first month of the program.

No employee contribution is required to have the coverage of the Dental Assistance Plan. The company pays all costs for the insurance.

Assists payment of dental expense

"The plan was designed to promote better dental health care through early detection of dental disease and to assist with family dental expenses," says Chuck Welch, manager communications and relations planning.

The Dental Assistance Plan that went into effect last July 1 improved employee dental insurance benefits by adding coverages for Type I, II and III procedures. These types are covered on a *fixed fee basis* as described in the plan booklet distribut-

ed to all employees when they became eligible.

Type I coverage was designed to pay for the major portion of diagnostic and preventive procedures. Types II and III coverage were set up to pay about 50 percent of restorative and prosthodontic procedures. "Because charges vary among dentists, the plan may actually pay 45 percent of one person's Type II and III bills and 55 percent of another's," Welch notes. "Generally, it will pay close to the full amount for Type I procedures.

"Employees, of course, have the freedom to choose any dentist they want. With this type of coverage, the employee continues to have a share and a stake in his or her dental care and is kept aware of costs involved," he adds.

GE people seeing dentist regularly

"From claims I have reviewed, it appears the new dental benefit plan is encouraging employees and their families to see a dentist regularly and is assisting them in paying the cost of good dental care.

See DENTAL on Page 4.

Dental Assistance Plan

Preventive dental coverage 'excellent'

Sue Shumaker, a terminet operator in order service, Taylor Street, GPM, says of the new dental plan, "I think it's excellent. All you have to do is fill out a paper and send it in. I've submitted two dental claims for myself, for cleaning and fillings, totalling about \$45. And it was all paid within 10 days on both. My husband and son had cleanings and X-rays. We had to pay some of theirs."

Sue would like to see the plan cover braces, since her son is scheduled to have them put on in June. She notes braces are covered only if they result from an accidental injury.

Although the plan covers as many as two checkups a year, Sue says, "I go as often as the dentist suggests. For me, that's once a year."



Sue Shumaker, GPM Taylor Street, is pleased with the fast payment of dental claims.

Benefit encourages good dental hygiene

"The dental plan is good as far as what it covers," says Ron Rorick, design and requisition specialist at GPM, Taylor Street. "It encourages you to prevent major work from having to be done."

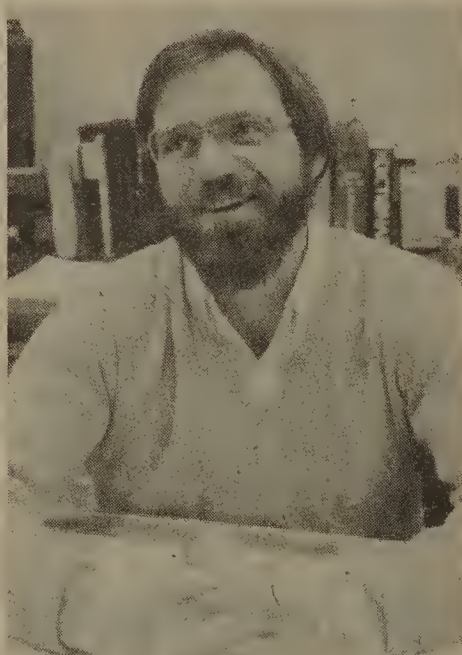
Ron says as far as he can tell on his bills, the plan is paying about \$18 of the \$20 it costs him for examination and cleaning of his teeth. "That part is good," he says.

"I had two fillings done. I had hoped the plan would pay more, but I checked afterward and it paid the specified amount. The coverage on fillings is hard to understand, because of technical terms," he adds.

Now that a lot of people have had experience with the plan, he thinks it is a good time to conduct more informational meetings.

"I also think Connecticut General ought to have the plan running smooth by now, but it's not. It took them six months to get one of my bills straightened out. They just came through last week with the full payment. It's a good benefit; they just need to get it straightened out a little bit."

Ron says he, his wife and son are taking advantage of the pre-



Ron Rorick ran into a snag on one of his claims, but thinks the preventive dental care coverage is "good."

ventive emphasis of the plan.

"We're going twice a year now to the dentist. That's more often than we had gone before. I've also noticed my personal dental hygiene has improved, too. If you know you're going to see the dentist again in six months, you're likely to brush and floss a lot more."

Plan pays family's bills quickly

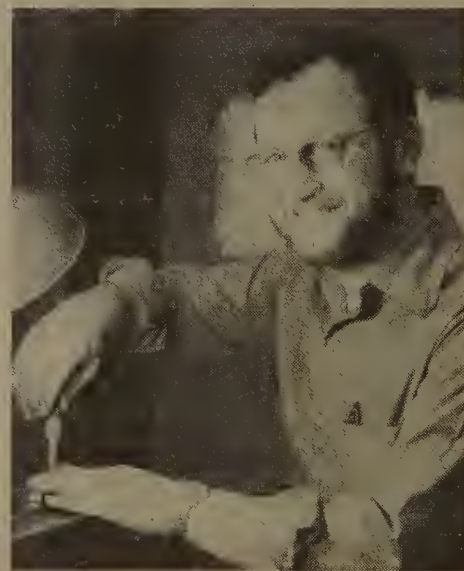
Lowell Richardson, surface grinder at SMD Section 15, says, "When you look at other places of employment the dental benefits here are very good."

He says he had trouble with his teeth at an early age and wants to prevent that happening to his four children. "What makes it good is you can take advantage of preventive care. We used to have checkups every 1½ years. Now the plan covers two a year and we take advantage of it."

Lowell says the plan paid the entire cost of wisdom tooth surgery for one of his children. "It also covered over 50 percent on fillings about five months ago."

"The best part is GE pays for the insurance. A lot of places just don't have dental insurance. My barber goes out and gets bids from three dentists then picks the cheapest because he has to pay his dental bills himself."

Lowell adds that the company's insurance carrier has responded so quickly with claims that his dentist no longer requires pay-



Lowell Richardson especially likes the fact that GE pays for all the insurance coverage under the Dental Assistance Plan.

ment in advance. "The response has been quick from the insurance company. Apparently a lot of other insurance companies take five to six weeks to pay. Our claims usually are paid within 12 days."

Employee receives \$197 dental bill assist

Jim Schwartz, a quality control engineer at SMD Taylor Street, has submitted five dental claims "covering everything from cleaning (for himself) to crown repairs and complete crowns (for his wife)," he says.

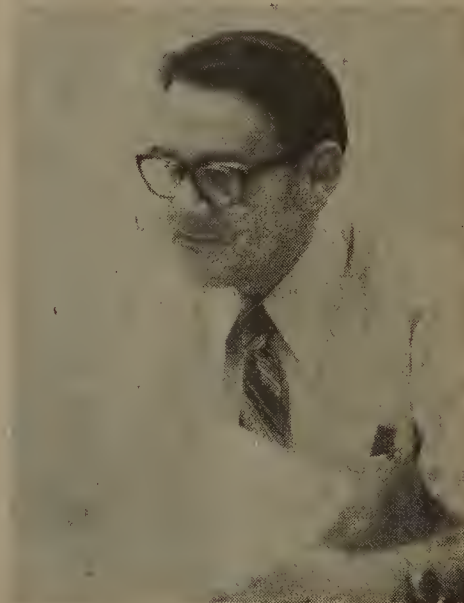
"The claims have been handled very rapidly. The coverage, however, was less than I had expected judging from what was told us in orientation meetings."

Jim said he submitted claims totalling \$325, of which the insurance carrier paid \$197. Jim paid the remaining \$128.

"Still, that's \$197 I would have had to pay if there were no plan," he adds.

Jim says he has found that charges sometimes vary from dentist to dentist.

"Generally I'm quite satisfied with the dental plan. It takes just about 10 days to get your money, which is paid directly to your dentist. The plan covers all cleaning and about half the cost of fillings, sometimes more and sometimes



Jim Schwartz, SMD Taylor Street, finds that the dental plan is covering about 60 percent of his dental bills overall.

less — it seems inconsistent. But overall it is paying about 60 percent of our dental bills, and I wasn't getting any of that a year ago."

ALLEY CHAT By Connie Houser

Still time to enter no-tap tournament

How many times have you had a solid hit with your bowling ball and come up with one pin standing? If you are like a lot of regular bowlers you know the feeling well. Now is the time to have some fun and forget about one-pin taps by entering the third annual GE Club No-Tap Tournament where all one-pin-leaves on the first ball count as a strike. The tournament will run the entire month of February, and all sanctioned bowlers are eligible to enter. Cost per two-person team is \$12, which includes bowling, prize and entry fees. First prize is \$125, and \$25 to each man and woman who bowl high game and high series. To make a reservation call Ext. 2042 or 743-8487.

LEAGUE WRAP-UP

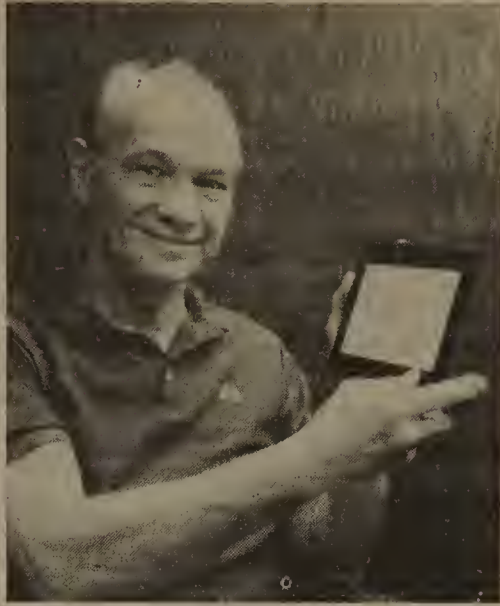
Monday Morning Ladies		Tuesday Afternoon Ladies	
Maggie Hunter (182)	522	Delores Fox	207
Elsie Oliver (208)	507	Bonnie Scaff	189
Rose Maldens	189		
GE Office League		Hermetic League	
Don Hitzeman	224	1/20/81	
Tom Schible	219	Fred Hunter	235
Henry Helberg	213	Don Brooks	231
Paul Long	212	Ollie Reeves	231
		Ron Grosjean	222
9 200-or-better games		Scott Putt	215
Monday Nite Ladies		Don Gilbert	214
Linde Thieme (209)	528	Doc Chapman	211
Paula Gerding	211	Louis Simmons	211
Crystal Schneider	203	Brent Clevelen (4-7-9-10 split)	
Edna Armstrong	182	1/27/81	
Shelley Welks	181	Frank Cochran	228
Senior Citizens (Thurs. & Fri.)		Lee Current	228
Mae Dial (200)	516	Scott Putt	222
Wilma Dehnert	211	Hazel & Gretel League	
Lucille Shriver	198	Karen Springer	572
Bill Dehnert	245	(188-188-198)	
Jim Wright	237	Dorothy Connors	181
John Ormiston	211	Bernie Ebetino (235)	810
Bob Sheets	211	Howard Hamman	600

Friday Nite Taylor St.		Wednesday Owl League	
Paul Long	222	1/21/81	
Pege Churchward	214	Jerry Lytle (232)	807
Bantama (8-11 yr. olds)		Ted Winchester	225
Lisa Welks	354	Jey Miller	215
(148-100-108)		Larry Myers	214
Eric Redwanski	384	5 200-or-better games	
Albert Leslie	356	1/27/81	
Mike Lowery	354	Tom Parent (223-211)	828
Pet Garmier	349	Larry Myers	236
Senior League (12-16 yr. olds)		Rick Slatton	222
Alton Gutierrez	208	Jey Miller	221
Mark Gunkel	203	Phil Wedler	215
Adam & Eve League		Paul Regen	211
Dori Gray	552	Smell Motor League	
(188-188-180)		Ed Fischer (210-222)	822
Earlene Macy (189)	509	Francie Harter (229)	611
Lois Coleman	195	Steve Thomas	218
Elaine Hofacker	182	John Thurber	214
Dick Medden	221	Carl Brandt	213
Cal Hapner	212	Dick Blair	213
Converted splits:		Deve Knepple	212
Rick Kroemer 3-10; C. Kroemer 2-7; Don Pattee 5-7; Joyce Madden 5-10; Cheryl Wagner 4-5 & 5-10; and Earlene Macy 5-10 & 3-7.		Winners for the week.	
Sunday Sandbaggers		15 200-or-better games bowled.	
Cheryl Remmert (210)	528	Apparatus League	
Colleen Reynolds	185	Ed Boedeker	224
Ellie Aker 6-7-9-10 split		Bonnie Clewsen	223
Friday Nite Ladies		Donna Treesh	206
		Callie Allen	198
		Gertie Jones (3-7-10 split)	

Menu

Monday, Feb. 9 — navy bean soup, braised beef with potatoes, sliced roast pork.
Tuesday, Feb. 10 — cream of mushroom soup, chicken and noodles, veal parmesan.
Wednesday, Feb. 11 — beef noodle soup, chili meatballs, sliced turkey breast. Special: Mexican fiesta.
Thursday, Feb. 12 — chicken rice soup, beef stew, grilled ham steak.
Friday, Feb. 13 — Coney Island clam chowder, macaroni and cheese, polish sausage with kraut, batter dipped fish.
Available daily: assorted grilled sandwiches, whipped and french fried potatoes, hot vegetables, assorted pie and salads.

40 years of service . . .



Mel Recht, Winter Street, has been honored for 40 years of service.



Don House, E&CRO, recently celebrated 40 years of service to GE.

Narhwold leads trap; Krotke tops in skeet

After 13 weeks of shooting at Bentz Shootery, GE Trap and Skeet League's leading team with a 10-3 record consists of Denny Narhwold (captain), Benny Miller, and Jerry Bulmahn.

A perfect score of 25 was shot by Gary Krotke in trap. Denny Narhwold and Carl Nix each have two 24's.

Top averages are Denny Narhwold with 22.5 in trap and Gary Krotke 20.5 in skeet.

New officers for the season are: President Benny Miller, Vice Presi-

dent Carl Nix and Secretary Les Palmer.

Parker retires Feb. 1

James H. Parker, HMO, Building 17-1, retired Feb. 1 with 37 years of service.

General Electric News

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RIDE OR RIDERS TO BROADWAY from Kendallville, 2nd shift. 1-347-2427.

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'74 MONTE CARLO, air, PS, PB, tit, auto, 350 - 2 bbl, swvl buckets, aft. 5:30 p.m. 622-7353.
'77 KAWASAKI 650, full dress, 4,000 miles, aft. 5 p.m. 482-2305.
HOLSTEIN STEERS, 7, approx. 400 lbs. 1-824-2899.
ELECTRIC MOWER w-grass catcher, \$25. 485-4549.
'68 CHEVY II, 6 cyl., auto, PS; '69 Chev. 300, new tires. 435-6503.
QUEEN ANNE STYLE BUFFET, 6 chairs, tbl, refinished, \$750. 357-6261.
TWO WHEEL TRAILER, good, lights & springs. 432-0046.
APPLIANCES: washer, dryer, dishwasher, stereo, changer, spkr. 749-8951.
'79 CHEVETTE, 4 dr, htchbk, auto, minor damage, \$2,995 or offer. 483-7500.
40" ELECTRIC RANGE, wht, ex. cond. 625-4601.
SUPER 8 sound & color movies, reas. 432-2316.
'69 MOBILE HOME, 3 bdrm, wshr, dryer, dsh-wshr, cen. air, shed, mst see. 489-5714.
SUZUKI 185; Kawasaki 175; '80 Kawasaki 440; Intruder snowmobile. 639-6485.
EXERCISE BIKE, good cond., speedometer, aft. 4 p.m., \$55. 637-6030.
200W BASE AMP, \$220. 747-5606.
RANGE, dryer, dining tbl, ktch, tbl, sofa, ex. cond. 489-5770.

BROYHILL FRUITWOOD DINING TABLE & 6 chairs; wht dinette tbl & 4 chairs. 483-0748.
DEEP DISH S/S CRAGARS, 2, nice, \$35/pr., aft. 4 p.m. 447-7670.
ORGAN, sgl keyboard, church or home, looks like spinet piano. 432-9702.
PLASTIC REAR FENDERS for '69 VW, \$10/pr. 432-4793.
HOSPITAL BED, like new. 747-6438.
GRANDFATHER CLOCK, walnut, \$495. 745-4694.
AFRICAN VIOLETS, \$1-\$1.75; afghans, \$27-\$29. 456-1081.
19" PRIBL TV, blk & wht, \$15. 446-5973.
SANDER-POLISHER, Craftsman, \$80. 356-9682.
MAGNUS CORD ORGAN, floor mdl, elec., \$25. 745-9271.
SHELL LOADER, Lyman; power shop saw. 489-4246.
10" TABLE SAW, stand & extras, \$150. 424-5946.
HIMALAYAN CAT, male, choc. pt., declawed, CFA reg. 627-3904.
BATTERY, Delco, brand new, 30 mos. warranty, 275 amp. 456-6278.
HAND GRINDER, Craftsman, variable spd & kit, new, \$65. 447-4066.
'72 CADILLAC, 4-dr., wht, all pwr, stereo, low miles. 447-9761.
'68 DODGE PICKUP, \$495. 447-3020.
FLUTED TRAVERSE RODS, 2, 70"x1 1/4" w-20 ring slides. 485-8890.
SKIS w-bindings, boots, poles, men's sz. 10, \$35. 485-6753.
TYPEWRITER, Remington, prtbl, \$25. 485-2664.
YOUTH SADDLE, good cond., \$50. 638-4798.
80" TWIN BED & matt., good cond., make offer. 483-7577.
VAN LADDER & luggage rack, new. 422-6718.

WANTED

BABY BED, aft. 5:30 p.m. 422-9727.

LIONEL & American Flyer trains, any cond. 1-724-8011.
PIANO, console or spinet, in good cond., aft. 5:30 p.m. 486-1292.
ALUM. STORM DOOR, 36"x80"; 70x15 tires; good used pool tbl. 749-0159.
PET CLIPPERS for small dog. 745-5626.
14" BAND SAW, Rockwell. 749-9902.

SERVICE

LIVE-IN CARE FOR OLDER PERSON, lt. housework. 483-7664.
NEW ROOFS & roof repair, licensed & insured, quality work. 432-5324.
SEAMLESS GUTTERS, alum. siding, free estimates & references. 627-2429.

BABYSITTING in my S.E. home. 447-6107.
BABYSIT DAYS, one blk from Lutheran. 745-2764.
VINYL COATED ALUM. SIDING & installation, winter rates. 493-3218.
BABYSIT, clean home, fenced yard, NW, near Price School. 426-2946.
MUSIC - organ & piano, for weddings, fashion shows, etc. 424-2973.
HOUSECLEANING, \$20 per general cleaning. 747-5531.

FREE

KITTEN. 447-2826.
DOBERMAN, 2 yrs. old, ex. nature, show quality, papers. 483-0817.

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☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

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GE 1980 results: diversity source of strength

In reporting on General Electric's preliminary and unaudited results of 1980 last month, Reginald H. Jones, GE's chairman, pointed out that "This good performance in 1980, despite a generally adverse economic climate, is the result of the great diversity of GE's businesses, a source of strength in good times and bad, and the ability of our managers to anticipate and prepare for the downturn. Each sector of the company had higher revenues and earnings in 1980 than in 1979."

Jones said that the preliminary and unaudited results indicate that sales for the year were about \$24.96 billion, up from \$22.46 billion for 1979. Net earnings for 1980 were approximately \$1.514 billion, an increase over the \$1.409 billion re-

ported for 1979.

Sales for the 1980 fourth quarter were about \$6.92 billion, up from the \$6.13 billion for the same quarter of 1979. Earnings for the fourth quarter of 1980 were about \$411 million. This was an increase from the \$383 million for the last quarter of 1979.

GE invests in future

Jones stated that these "positive results were not made at the expense of investments in the future. Our capital expenditures in 1980 were about \$1.93 billion, some 53 percent greater than our previous high of \$1.26 billion only last year.

"Research and development efforts also continued at high levels in 1980. Total R & D expenditures were about \$1.6 billion compared

with \$1.4 billion in 1979, with company-funded expenditures up 19 percent."

Jones added, "Preliminary data show that operating margin dollars for 1980 were up from 1979. Although the total year operating margin rate was lower than a year ago, the rate for the fourth quarter was the highest for any quarter during 1980 and was also better than the comparable quarter of a year ago. Good operating margins and rates reflect major continuing efforts throughout the company to improve productivity and control inventories. Improved earnings for 1980 also reflect higher income from other sources, including General Electric Credit Corporation, as well as a somewhat lower effective tax rate."

Sector results outlined

Summarizing results of the Industrial Products and Components Sector, of which all Fort Wayne operations are a part, Jones reported earnings for 1980 were well ahead of a year ago on somewhat higher revenues. Businesses serving transportation, construction, and industrial motor customers had particularly strong earnings.

Industrial electronics and apparatus service businesses had higher sales but lower earnings, reflecting in part the impact of new programs oriented toward development of products and services to better serve the nation's growing need for more productive manufacturing plants.

'Thrill of live performance' at Philharmonic

Manufacturing engineer's job, violin hobby work in concert

About 45 years ago, when Ed Papiez's father was playing trumpet in polka bands in Chicago, Ed decided to march to the beat of a different drummer.

"I started playing the violin when I was 7," says the manufacturing engineer at the Wire Mill. "I just picked it up because I liked it."



Violinist Ed Papiez checks his music.

Today Ed is a violinist in the Fort Wayne Philharmonic Orchestra, whose members "run the gamut," says orchestra manager Peter Smith. Some are up-and-coming professionals aspiring to careers with metropolitan orchestras. Others, like Ed, have full-time jobs and play simply because they enjoy it.

Hobby can be rewarding

For Ed the violin is a demanding hobby, good therapy, and when he's playing a piece he likes, it can be "pure joy."

Between late fall and early spring Ed and the other Philharmonic musicians prepare for eight regular performances, five rehearsals for each, at the Embassy Theatre.

"You want to be a little up for each concert, slightly nervous, not panicked," he says.

"It can be tedious at times, but it keeps me going in the winter.

The holiday season is particularly challenging, but particularly enjoyable for Ed as well.

"I love to play Handel's Messiah at the Fort Wayne Bible College, Christmas mass at the Cathedral, and the Boar's Head Festival (at Plymouth Congregational Church)."

However, when it comes to playing strictly for his own enjoyment, nothing beats Brahms. Ed calls the 19th century German composer's music "emotional. There's so much beauty in it. It gives you goosebumps."



Ed Papiez, fourth from left at this Philharmonic rehearsal, enjoys being part of an organization that satisfies other people.

Ed believes classical music would appeal to more people if they would give it a chance.

"People need to realize it's not necessary to understand the music. All you have to do is appreciate a simple melody and what the composer does with it."

And in his view, "there is nothing like the thrill of a live performance. A live performance is exciting because there are so many potential pitfalls and each performance is unique."

There is something special in a

live performance for the musicians, too.

"When we give a good performance and know it and the audience appreciates it, it's nice. It gives us a good feeling to be part of an organization that satisfies other people."

So far, Ed's biggest thrill was playing a Stradivarius violin for five minutes, but he still has one big goal he would like to achieve.

"I'm just a handyman with average ability, but someday I'd like to make a violin."

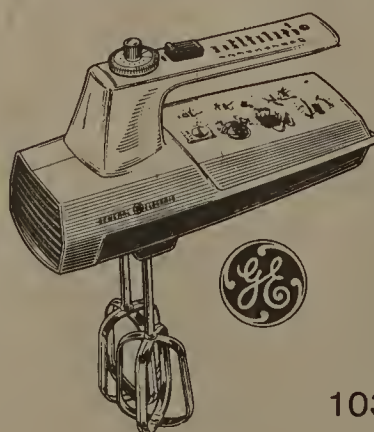
Dental

Continued from Page 2.

"When people have problems or don't understand parts of the plan, they should contact the individual in their department assigned to help. These people can help explain the plan or even ask for a review of a claim settlement if that is appropriate. Employees shouldn't hesitate to ask questions."

Persons to contact for dental plan

assistance are: Ellen Durnell, Taylor Street, for all Fort Wayne GPM locations; Sally Eubank, 18-4, for HMO and Engle Road warehouse; Judy Knipstein, 19-5, MTO; Mearvin Ruhl, 31-1, or Charlie Gnau, 26-2, for STD; Carol Ryan, 4-6, or Pat Mannion, Taylor Street, for SMD; Doyt Schaadt, Walt Nielsen or Chauncey Miller, 18-1, for division staff, ECRO, group finance and legal operations; Pat Harris, 18-5, for CSD.



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General Electric News

FEBRUARY 13, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 6

Section 15 focuses 'controllables': quality, productivity

Otis Price, plant manager at SMD, Taylor Street, knew he had a problem when all the chairs set up for his second shift meeting were filled and employees still were streaming in.

His problem was similar to the one SMD faces in trying to fill the demand for air-moving motors — the challenge of increasing capacity to meet high demand, in a hurry.

Price told his audience, however, that it is the kind of problem he prefers. "There was a time in 1980 when we didn't even have a second shift," he noted. "Last May the economy was in rapid decline and it became necessary to reduce production and employment. We reached our low point in June with a line rate of 5,000 and employment of 75."

He said that shutting down Section 15 was one of many alternatives being considered at that point. Then many parts of the U.S. suffered their hottest summer on record and the demand for air-conditioning motors increased rapidly. Now Section 15 is boosting line rates to meet current demand for motors and plans to employ nearly 350 persons by the end of March.

Some factors beyond control

Price noted that Section 15 has been buffeted by events beyond its control — interest rates, the economy and mother nature. "These uncontrollables are things you and I have little or no influence over," he said.



Section 15 Plant Manager Otis Price, second from left, converses with second shift employees following a standing-room-only business report. Price said orders are firm for Section 15 through the first quarter. What happens after that will depend on "uncontrollable" forces in the economy and individual efforts on the job.

"But there are things you and I can control to have a positive effect on our prospects as a business. Productivity leads the list because it is the most important element in our arsenal for survival," he emphasized.

He said robots will assist in increasing productivity — "primarily on heavy, hot, tough jobs like die casting — but 'robots are not the full answer."

"The real answer lies in you and

me giving our best efforts on the job, every day."

Tooling improvements being made

He said management is trying hard to furnish employees with the right tools and supplies to allow them to give their best efforts. He asked for employee understanding of the problems that will occur as "Section 15 tries to achieve the fastest line rate increase in the history of the department. Once we get there, things will smooth out."

In response to an employee question, Price emphasized, "We are not trying to take somebody's job with robots. We are trying to save jobs."

He pointed out what has happened to the American automobile industry in the face of increasing foreign competition is not an isolated happening. "Those folks (in Japan and elsewhere) build motors, too."

"We must control our costs through good productivity so we can offer our motors to customers at a price they find attractive," he said.

Quality = pride

Right up there with productivity on Price's list of "controllables" is quality. "The whole world is becoming more quality conscious. Most of our customers even rank quality above price when it comes to deciding whose motors to buy."

"While we have a staff of quality control engineers and inspectors, the real responsibility for producing high quality is with our production operators," he emphasized.

"Quality and pride are almost one and the same, but pride is a more personal thing. Each of us ought to be able to give a loud 'yes' if we ask ourselves: 'Am I proud of the work I did today? Would I want to buy an air conditioner with a motor that came through my station today?'"

"In large part, our future is up to us. How well we do our jobs will go a long way in determining how long we do our jobs," he concluded.

Home mailing to kick off program

Quality Makers to stress individual employee efforts

To emphasize that quality begins with each individual, and that the instinct for craftsmanship resides within each of us, the Industrial Products and Components Sector is launching a drive to enhance quality products and service.

The Quality Makers is a new program for the Sector's 80,000 employees. It is designed to respond to our customers' demands for quality in every General Electric product and service, explains

Jim Baker, executive vice president and sector executive. "Its objectives are to make all employees an integral part of our quality effort and then to tell our customers that GE is the leader in quality."

The program will have its official kickoff with a mailing to all employees at their home. This personal communication, Baker says, will underscore that the program's success doesn't hinge on a department or plant effort, but on

each individual's personal effort. "The Quality Makers is built on the proposition that top quality GE products and services come from top quality people."

To reinforce the need for quality workmanship on the job, each Fort Wayne GE operation will start on its own employee recognition program under The Quality Makers banner. Programs will unfold shortly in every work area.

Quality will be the watchword throughout the company in the coming years, as we strive to help customers discern the advantages of General Electric products over those of our competition. We want to be known not only by what products we manufacture or services we provide, but by how we make our goods or provide those services vital to customers' needs.



James A. Baker, executive vice president and sector executive launches The Quality Makers program.

The **QUALITY**
MAKERS

Three local employees nominated for Phillippe Awards

Jack Gerber, Harold Fields and Lloyd Stubbins are among 71 GE employees nominated by operating components for the 1981 Gerald L. Phillippe Awards for Distinguished Public Service.

Gerber helps handicapped

Gerber, a metal processing specialist at GPM, Taylor Street, was nominated for his outstanding contributions to the PARC Lane Center for the Mentally and Physically Handicapped. He is chairman of the combination school and sheltered workshop that serves Paulding County, Ohio.

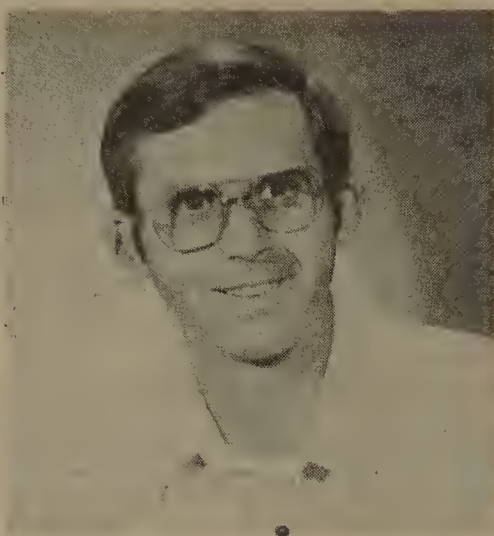
The workshop, which he helped establish, contracts with businesses to provide work for the handicapped. Gerber arranged for workshop personnel to package a sports equipment rack he invented and is distributing through JC Penney.

He also helped raise funds to build a new school for the handicapped.

Fields aids Scouting

Fields, an electrical engineer in the Motor Technology Operation, has dedicated a large part of his life to Scouting. In 1973 he received the Silver Beaver Award, the highest award that the Boy Scout Council can give to a non-professional Scouting person.

Since 1963 he has been active in



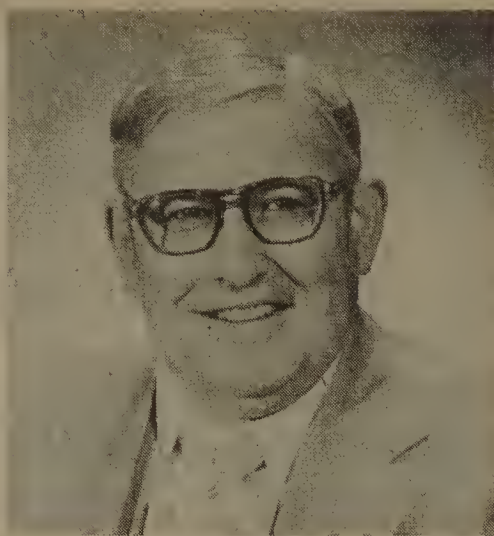
Jack Gerber, GPM, Taylor Street.

training other adults in the techniques they need to conduct effective Scouting programs.

Stubbins leads United Way

Stubbins, manager of foreign subsidiary accounting at SMD Broadway, was nominated for outstanding contributions to the United Way, the American Red Cross and Fort Wayne Futures.

As president of United Way of Allen County in 1979 and 1980, Stubbins helped raise \$7 million for that organization. He has served as a director of the Allen-Wells Chapter of the American Red Cross and helped to raise \$400,000 in the 1980



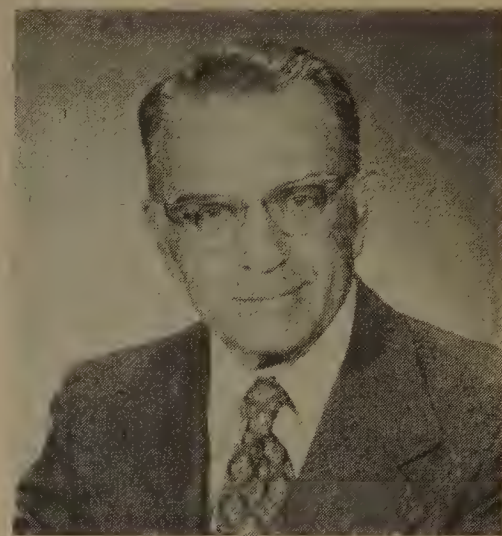
Harold Fields, MTO engineer.

building fund drive.

He was a member for four years of Fort Wayne Futures, which assesses community needs in housing, transportation and other areas and decides how those needs can best be met.

Each nominee will receive a certificate of recognition for public service presented by his or her general manager.

All 71 nominations are now under consideration by a screening committee for the five Phillippe Awards. Final decisions on award winners will be made by the Phillippe Awards Committee consisting of Reginald H. Jones, GE chairman of



Lloyd Stubbins, SMD accounting.

the board and chief executive officer; Phillips S. Peter, vice president for Corporate Government Relations; Frank P. Doyle, vice president for Corporate Employee Relations; Thomas O. Thorsen, senior vice president for finance and chairman of the GE Foundation board of trustees; and William A. Orme, secretary of the GE Foundation. Announcement of the winners is expected about March 1.

Twelfth year for awards

This is the 12th year for the Phillippe Awards, named in memory of the former GE board chairman whose death in 1968 ended an outstanding career in public service.

ECSF ballots to accompany paychecks next week

HMD hourly



Allie King



M. Musselman

Broadway GPM hourly



Tom Schmitt

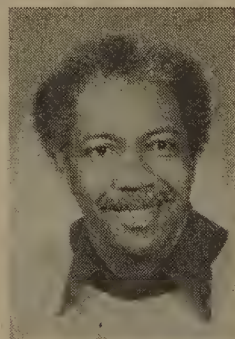


C. Rex Steffan

Section 14 hourly



Jack Gerber



Johnny Kennie

Winter Street hourly



Byron Linker



Tom Perl

Section 15 hourly



Marge Frain



Bob Bryan

STD salaried



Sharon Bynum



Pete Eberhardt

STD hourly



Gail Martin



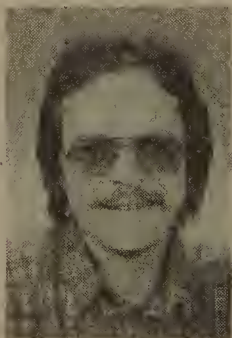
Jerry Smith

MTO salaried



Sally Hoefelmeyer

MTO hourly



Walt Mattes



Dick Powell

Ballots to elect nine new administrators to the Employees Community Services Fund (ECSF) Board will be distributed with paychecks next week.

The new representatives will replace administrators whose terms on the 15-member board will expire this year.

According to instructions on the ballots, employees are to return their marked ballots to Sharon Beckman, Bldg. 19-5, not later than Friday, Feb. 27.

The ECSF board members administer the funds raised in the annual GE drive to support United Way agencies in Allen County. Board members also regularly visit and hear representatives of the agencies during the year.

The following list shows the location, job category and candidates nominated to fill the positions becoming available:

Hermetic Motor Operation hourly — **Martha Musselman** and **Allie King**.

Broadway GPM hourly — **Tom Schmitt** and **C. Rex Steffan**.

GPM Section 14 hourly — **Jack Gerber** and **Johnny Kennie**.

GPM Winter Street hourly — **Byron Linker** and **Tom Perl**.

SMD Taylor Street, Section 15, hourly — **Marge Frain** and **Bob Bryan**.

Specialty Transformer Department salaried — **Sharon Bynum** and **Pete Eberhardt**.

STD hourly — **Gail Martin** and **Jerry Smith**.

Manufacturing Technology Operation salaried — **Sally Hoefelmeyer**.

MTO hourly — **Walt Mattes** and **Dick Powell**.

ALLEY CHAT By Connie Houser

No-tap prizes depend on number of entries

There are still two weeks left to sign up for the GE Club Third Annual No-Tap Tournament. All ABC and WIBC bowlers are welcome to join in on the fun and take a shot at winning first prize of \$125. Last year 179 teams entered, and the GE Club's prize list paid the top 31 teams, so almost one in every five entries won prize money. The club guarantees one in every 10. The cost per couple is \$12 and reservations can be made by calling the GE Club on Ext. 2042 or 743-8487.

SEASON HIGH BOWLERS

High Series-Women	High Series-Men	
Janie Fischer 585	Joe Russell 718	
Alleen Rogers 585		
Elsie Oliver 565		
High Game-Women	High Game-Men	
Alice Beery 244	Leon E. May 279	
	Jay Miller 279	

LEAGUE WRAP-UP

Friday Nite Taylor St.	Guys & Dolls League
Paul Long 234	1/11/81
Elmer Asbell 216	Pat Holderbaum 183
	Gert Snyder 180
His & Hers League	
Cheryl Rimmert 523	Brent Cleveland 222
(180-186)	Jim Schwartz 221
Debbie Lee 192	Rick Gonzales 213
Jean McDaniels 191	John Tennant bowled a triplicate of 138.
Lynn Fike 180	
Jack & Jill League	1/25/81
Shirley Bohner (193) 517	Gert Snyder 195
Betty Sheets (204) 514	Crystal Schneider 185
Carol Anderson (209) 512	Maxine Tennant 183
Judy McInturf 197	Sharon Miller 182
Joe Stamm 221	Marc Gribler (240) 631
Pete & Tillie League	Sunday Sandbaggers
Robin Rieger 542	Cheryl Rimmert 519
(183-195)	(181)
Cathy Boyce (223) 522	Winnie Dillon 203
Bob Boyce 210-216	Shirley Moser 191
Bob Shea 215	Dick Loucks 210
Garry Oliver 213	
Sunday Nite Mixers	Mews & Paws League
Kathleen McMaken 506	Ann Huttering 544
(180)	(195-189)
Derrell Treesh 230	Maria Hughes (169) 501
Dennis McMaken 217	Bob Bruns 256
Bruce Finkhousen 213	Jim Saxton 213
5 200-or-better games for week.	5 200-or-better games for week.

Monday Morning Ladies	Hermetic League
Maggie Hunter 581	Fred Hunter 662
(234-186)	(236-235)
Elsie Oliver 512	Frank Cochran 638
(184-187)	(255)
	Rich Covey (228) 626
GE Office League	Rich Warren 235
Buck Somers (212) 616	Emmitt Smith 224
Paul Long (213) 605	Doug Haller 222
Jim Rieger (235) 605	Brent Cleveland 213
Bob Henry 236	
Cal Mansfield 210	Senior Citizens
Don Hitzeman 210	Hilda Marks (193) 515
16 200-or-better games for week.	Florence Kasier (201) 512
Monday Nite Ladies	Lozell Emrick 194
Vi Francies 527	Bill York 237
(213-180)	Ralph Thomas 223
Shelley Welks (167) 504	Apparatus League
Edna Armstrong 192	Darwin Stanley 225
Paula Gerding 181	Tom Vassie 223
	Don Hoffman 219
Tuesday Afternoon Ladies	Emmaus Married Couples
Louise Young (204) 509	Pauline Imbody 203
Judy Heath 189	Wayne Imbody 266
Barbara Shields 188	Dick Frede 224
Small Motor League	Friday Nite Ladies
John Segyde 235	Mary Koontz (217) 556
Dick Roberts 215	Martha Hire (224) 523
Gil Baker 215	Liz Papen (192) 516
Arlen Patten 213	Callie Allen (200) 506
Ed Fischer 213	Mary Omo 185
Max Christensen 211	Marilyn Kleker 163

Elex calendar

March

2 — Partizan Chapter Board, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.
 4 — Elex Executive Board meeting, second shift, 1 p.m., GE Club Trophy Room.
 6 — Quintus Chapter Board meeting, 9:30 a.m., Richards Restaurant on Paulding Road.
 9 — Elex Boss Night supper, Googlein's, 7311 Maysville Road. Social hour - cash bar - 5 to 6:30 p.m., supper at 6:30 p.m. Menu: chicken cordon bleu, baked potato, green beans with almonds, tossed salad, cake, beverage. Tickets \$7. Entertainment by Tahitian Tamure Dance Troupe. Reservation deadline, Tuesday, Feb. 24.
 11 — Pen-El Chapter luncheon, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.
 12 — Reservation deadline for March 19 Bosses Luncheon.
 16 — Elex Executive Committee, 4:45 p.m., Bldg. 18-3 conference room.
 17 — Partizan Chapter luncheon, noon, YWCA, 2000 Wells St.
 18 — El-Par Chapter Installation Banquet,

noon, Heritage House Smorgasbord, 4747 Lima Road.

19 — Elex Bosses Luncheon, Lester's Party Room, 1502 Bluffton Road. Social hour 11 a.m. to noon - cash bar. Luncheon at noon. Menu: sirloin steak, baked potato, California mixed vegetables, tossed salad, fruit pies, rolls and beverage. Entertainment by Charles Dink Freeman, ethnic humorous speaker. Tickets \$6.25.

20 — Quintus Chapter meeting, 1 p.m., Georgetown Library.

23 — Honor-ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

24 — Elex Executive Board meeting, 7:30 p.m., Bldg. 18-1 conference room.

25 — El-Par Chapter Board meeting, 9 a.m., Lucky Steer Restaurant, 645 Lincoln Highway, New Haven.

28 — Elex Club round and square dance, Shiloh West Hall, 3127 Carroll Road, 9 p.m. to 1 a.m. Tickets \$6 each covers beer, set-ups, refreshments. All Elex members and guests, GE employees, pensioners and guests invited.

6' SINGLE DOOR METAL UTILITY CABINET. 743-1846.

LIONEL & American Flyer trains, any cond. 1-724-8011.

FOR RENT

5 BDRM FARMHOUSE on 7 acres, 6 mi. E of Auburn, \$250/mo. plus deposit, or will sell. 693-2940.

SERVICE

PHOTOGRAPHY, weddings, individual, baby portraits, copy work, cust. fram. 432-9753.

NEW ROOF or roof repair, licensed, insured, quality work. 432-5324.

TAX SERVICE. 422-5029.

SEAMLESS GUTTERS, alum. siding, free est. & ref. 627-2429.

HOUSECLEANING, \$20/general cleaning. 747-5531.

ADLETS

RIDE WANTED

CHURUBUSCO TO TAYLOR STREET, 1st shift, ride or share driving. 693-9369.

COLUMBIA CITY TO TAYLOR STREET, 1st shift. 1-691-3337.

FOR SALE

OVAL COFFEE TABLE, hexagonal end table, \$120. 485-4434.

LOTS, 4, Covington Mem. Grdn., \$600 or two for \$400. 745-2433.

BATHTUB, newer style. 441-7113.

PRTBL SEWING MACHINE, Sears, like new, \$50. 484-5743.

'76 MONTE CARLO, 42,000 miles, blk, \$1,700. 749-0159.

'78 ARTIC CAT JAG 3000, like new, 600 miles, \$995. 432-4793.

'77 VW SIROCCO, loaded, aft. 6 p.m. 485-2266.

'79 Z-28 CAMARO, T-top, air, loaded, clean, 17,000 miles. 639-3667.

'74 CAPRICE CLASSIC, 2 dr., no rust, all pwr, air, \$1,500. 432-9026.

'80 GAZELLE, on '74 VW chassis, \$15,000 or bst offer. 485-6787.

DOUBLE HIDE-A-BED w-matt., good shape, tan, \$85. 622-7413.

SCROLL SAW/SANDER, new, \$65. 447-4066.

DIAMOND ENGAGEMENT RING, brand new, beautiful, gold mounting, \$200. 489-6169.

SOFA/BED, 84", lt. blue/gold brocade, ex. cond., \$250. 484-8060.

FIREWOOD, seasoned hardwoods, split & delivered, \$40/truckload. 622-4432.

DEEP HEAT BACK MASSAGER, Pollenex, \$25. 432-1703.

CHAIN SAW, Mini Mac, \$80; player/recorder, \$40. 637-5417.

'68 TRVL TRAILER, 17', self-cont., new awning & tires. 485-8871.

CB-HAM, 500 wattmeter/SWR meter, \$35. 747-5606.

PRTBL HUMIDIFIER, \$9.50. 456-8506.

KITCHEN TABLE, 3'x5' w-maple legs, \$40. 483-3894.

PUPPIES, part German shep., \$5 ea. 456-4624.

OIL, 25 qts., Spectrum, Sears best. 446-7892.

BOYS' & GIRLS' CLOTHES, szs. 8-10; elec clothes dryer; 14" tires, 2. 447-7968.

REFRIGERATOR; range; washer; tires, GR70-15; water pump. 489-5770.

MATCHING RECLINER CHAIRS, 2, ex. cond., \$150. 447-3418.

ENTERTAINMENT UNIT - 21" color TV, stereo, radio, record player, good cond. 432-4713.

CB SET, mike, 60' tower, 150' coax & rotor, wire, antenna, box. 622-7413.

WANTED

GAS DRYER in good working cond. 456-6974.

14' FISHING BOAT & MTR. 422-8873.

WET/DRY VACUUM CLEANER. 483-2767.

WASHING MACHINE, good cond. 489-4273.

PLAYER PIANO ROLLS, aft. 5 p.m. 432-4435.

BOAT TRAILER, 600-1,000 lb. capacity. 486-1293.

40 years of service . . .



Aaron Mount, Taylor Street Wire Mill, recently was honored for 40 years of service to GE.



Ned J. Tarney, MTO/AMO, Building 19-3, is celebrating 40 years of service.

Menu

Monday, Feb. 16 — vegetable beef soup, spaghetti with meat sauce, batter dipped chicken.

Tuesday, Feb. 17 — chicken noodle soup, ham and great northern beans, veal cutlet.

Wednesday, Feb. 18 — split pea soup, Cana-

dian meat pie with potatoes, hamburger steak. SPECIAL: Mexican fiesta.

Thursday, Feb. 19 — potato chowder soup, beef stroganoff with noodles, broiled pork steak.

Friday, Feb. 20 — beef calcutta soup, macaroni and cheese, Italian beef steak, batter dipped fish.

In memory

Richard H. Evans, 533 W. Packard Ave., died Feb. 7. He was a materials specialist at Broadway Subsection 13 when he retired in 1973.

Dora M. Aughenbaugh, Fort Wayne, died Feb. 6. She was a specification clerk prior to retiring in 1968 from STD.

Wayne W. Miller, Arcola, died Feb. 5. He was a welder at STD before he retired in 1976.

Guy C. Bragg, Sr., 2809 S. Hanna St., died Feb. 5. He operated the dry and wash machine at Taylor Street GPM prior to retiring in 1975.

Zelma M. Wood, Woodburn, died Feb. 3. She worked at Hermetic Motor prior to retiring in 1961.

Edna M. Welch, Brentwood Apartments, died Feb. 2. She was a stenographer-secretary before she retired from AMDO in 1964.

Henry Mutschlecner, 820 Home Ave., died Feb. 1. He worked at Small Integral Motor Department before retiring in 1956.

Everett R. Pace, Uniondale, died Jan. 23. He was an elevator operator in Bldg. 2-1, SMD, prior to retiring in 1958.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

Two-week Shutdown, 10 paid holidays scheduled for 1981

Innovation, service excellence keys to MTO success

S&SP investment prices listed for 1980

Securities prices set for tax reporting

Credit Union meeting set

EMPLOYEE EXCLUSIVE

ZONAR™ BURGLAR ALARM

EMPLOYEE STORE

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

Engineers Week events begin on Monday

Fort Wayne operations have planned a number of events in honor of National Engineers Week, Feb. 22-28.

"The challenges facing our nation today are numerous and complex," said Arthur Bueche, GE senior vice president for corporate technology, in kicking off the week nationwide. "Each of these challenges is an opportunity for the nation's engineers to show how they can put technology to use for the common good."

The theme for the week is "Engineers + Opportunity = Progress." In keeping with that theme, operations have scheduled the following events:

Monday, Feb. 23 — GPM engineers' breakfast with Bob Susdorf, at Chamber of Commerce; MTO luncheon with Manager Bill Ehner speaking on "The Japanese Challenge," at the Harley House; SMD exempt engineering employee tour the Advanced Research and Development Laboratory (AR&DL) in Building 19.

Tuesday, Feb. 24 — GPM engineers tour AR&DL; GPM engineers' lunch with General Manager Bill Fenoglio at Summit Club; SMD General Manager Marcel Joseph hosts luncheon for salaried engineering employees.

Wednesday, Feb. 25 — MTO brown bag luncheon for engineers on topic of exempt salary plan, Building 19-2; SMD informational meeting on engineer-oriented computer systems.

Thursday, Feb. 26 — High school students tour and pizza with SMD engineers.

Friday, Feb. 27 — SMD displays in Building 4-6 engineering office, 2-4 p.m.

INDIANA COLLECTION

General Electric News

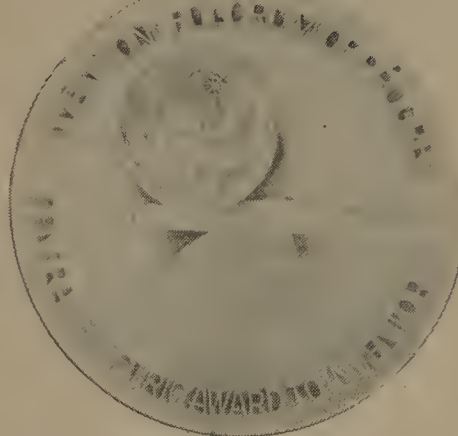
FEBRUARY 20, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 7



'Seeing the product coming out in production is the real fulfillment.' — Dr. M.A. Peterson



Engineers at GE receive a medalion like the one above when they file for their first, 10th and 20th patents, but the thrill of discovery and invention can be a reward in itself. Two engineers talk about their experiences on page 4.



'The gratification comes in knowing . . . you have come up with a workable concept.' — Ed Fisher

U.S. issues 10 patents to engineers here

A total of 34 patents were issued to inventors in Component Motor Division and MTO during 1980. Among them were 10 patents issued to Fort Wayne GE employees, as follows:

CMD patents listed

- Richard W. Dochterman for his dynamoelectric machine end shield;
- Ernest W. Litch III, torsional vibration isolating motor mounting system, mounting arrangement, and assemblies;
- Louis W. Pieper, methods for making and using slot closure

wedges at a coil injection station;

- Marvin A. Peterson, one patent for his cured polymeric coating material, coated substrate and process of forming those; and another patent for curable mixture of water soluble polyester and polyimide precursor, process of coating and products;
- Larry W. Stoner, method and apparatus for dispensing measured quantities of material;
- James M. Tomson, methods and apparatus for use in dispensing dynamoelectric machine lubricant material;

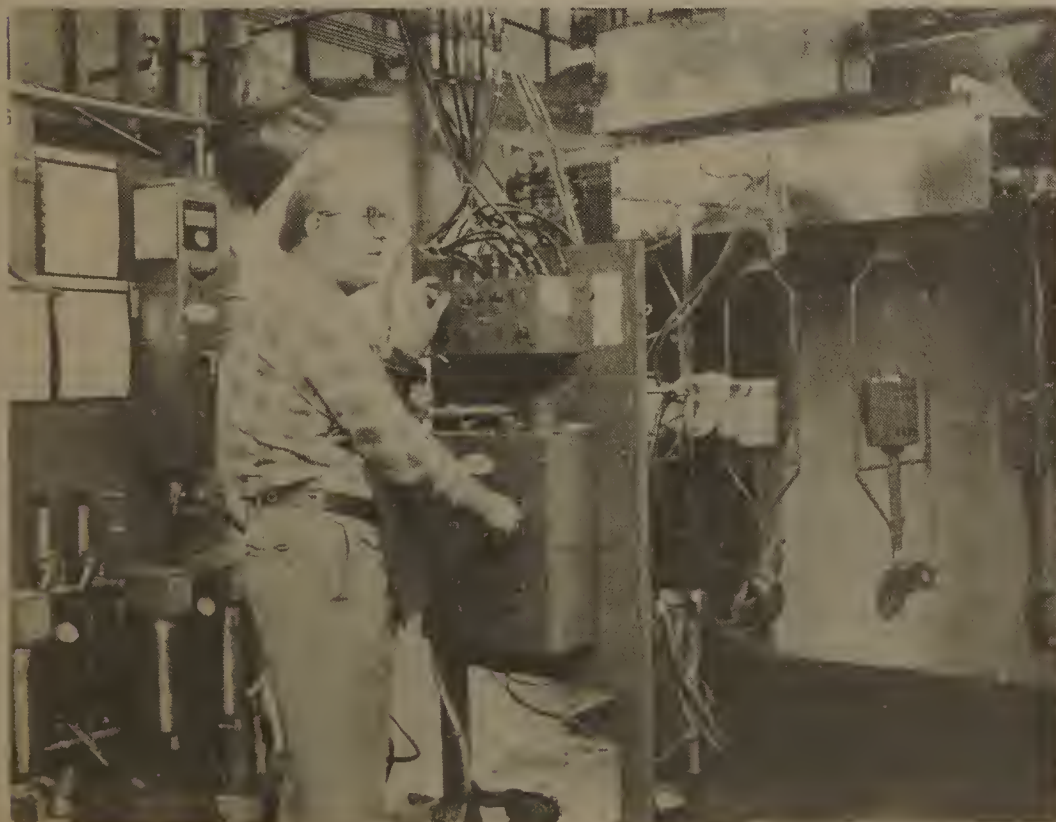
• James M. Tomson and Richard C. Bohde, methods and apparatus for dispensing dynamoelectric machine lubricant material;

• Steven J. Gray (Patent issued for AMD-DeKalb), switch actuating device and method of assembling;

• Eugene R. Barrett (joint with Richard B. Arnold — no longer with company), apparatus and method for making dynamoelectric machine windings;

• Fredrick Koenig, apparatus and methods for making and using slot closure wedges at a coil injection station. (Next week: STD patents).

New \$60,000 GPM paint system: no runs, no drips, no air



Paul Lemons operates the new \$60,000 Hot Airless Electrostatic Paint System at GPM, Taylor Street. "It's a lot better than the old machine," he says. "I don't have to do as much touch-up, and it's cleaner."

Beauty may be only skin deep, but a good appearance can help make a positive first impression — even for a motor.

That's just part of the reason GPM invested \$60,000 in the Hot Airless Electrostatic Paint System, which was installed over the holiday shutdown in Section 14, Taylor Street.

The new machine makes painting safer and cleaner for the operator, reduces chemical waste and air pollution and does a higher quality paint job — all at significantly lower operating costs than the 16-year-old machine that it replaced, says Planner Norm Pettyjohn.

He says cost savings have been even better than expected.

"Paint does two things for our motors," says Pettyjohn. "It gives them a good appearance and provides corrosion resistance. You wouldn't buy a new car that had a poor paint job. The paint job is not as important to motors as it is to cars, but it has an impact on the customer. If there is something wrong

with the paint job, the customer may wonder if there is something wrong inside the motor as well."

Pettyjohn says the "airless" feature of the sprayer prevents the clouds of paint overspray created by the old machine. The paint goes only where it is supposed to go — on the motor. That means a cleaner job for the operator, less wasted paint that must be shipped to chemical dumps and less maintenance.

The new machine also reduces the chance of the operator receiving an electric shock, and allows for faster and easier color changes.

Paul Lemons, who has been a GE painter for 28 years, is the operator of the machine. "It wasn't hard to learn to use it," he says. "It's a lot better than the old machine. I don't have to do as much touch-up, and it's cleaner. There's less overspray."

The combination of a skilled operator and the latest in equipment has produced dramatic improvements in just one month of operation, Pettyjohn notes.

'Love for a standard of quality' continues in retirement

GE pensioners pursue excellence in their hobbies

From the hand-buffed shine on Armin Mittermaier's Packard cars to the life-like detail in Jerry Frye's wood carvings, it's obvious the pursuit of excellence is still very much a part of these two GE pensioners' lives.

"Mitty," as Jerry calls him, lives in a modern, suburban house with the latest GE appliances. He likes to philosophize and talks "like 60" once you get him going.

By contrast, Jerry lives in a rustic old lake cottage, with no telephone and no desire to win the Good Housekeeping seal of approval. He'll talk some if you can coax the pipe out of his mouth, but the inertial force of that pipe is great.

'I get emotional satisfaction from seeing a block of wood come to life.'

So just what is it that makes these two such good friends? Many shared experiences and a shared sense of humor are parts of it, but perhaps even more crucial is their mutual respect for quality. Retirement has done nothing to diminish their efforts to achieve high standards.

Mitty produced over 20 patents in his years at GE — he says he lost count after that. He developed the "L" core for transformers in 1963 and the "O" core in 1968. Now he puts the same drive for excellence into his hobby of restoring Packard cars.

Jerry is an artist. GE kept him on a retainer for 11 years after his retirement because of his ability to visualize engineering and manufacturing concepts and render them in sketches. He pours that same talent into his hobby of wood carving.

Mitty says Jerry is the finest wood sculptor he has ever seen. He may be one of the finest in the country, but that is hard to prove, be-

cause Jerry doesn't believe in selling his pieces. They go to nieces, nephews, grandchildren, great grandchildren and Mitty.

Jerry's eyesight is fading, but you put some carving tools and a hunk of wood in front of him and he can turn out sculptures that are amazing in their detail. His American Indian figures are so detailed that veins stand out on their hands.

He learned by doing

He's been doing wood sculpture for over 60 years and the subjects appear to be getting more detailed all the time.

"I got it all from books," he says. "You don't teach this. You just have to do it."

Everything seems to be recyclable in Jerry's eyes. An old GE Club bowling pin has become a mallet. Bullet casings have become ferrules for carving tools. A refrigeration valve plate discarded by Winter Street GE has been shaped into a precision cutting tool.

He makes all his tools himself and says the trick is keeping them sharp. "I'd guess I've made two or three hundred sculptures," he says.

But Jerry's imagination takes its biggest leaps when he looks at a discarded wood porch column and sees an Indian maiden, complete with turquoise jewelry and an intricately woven basket.

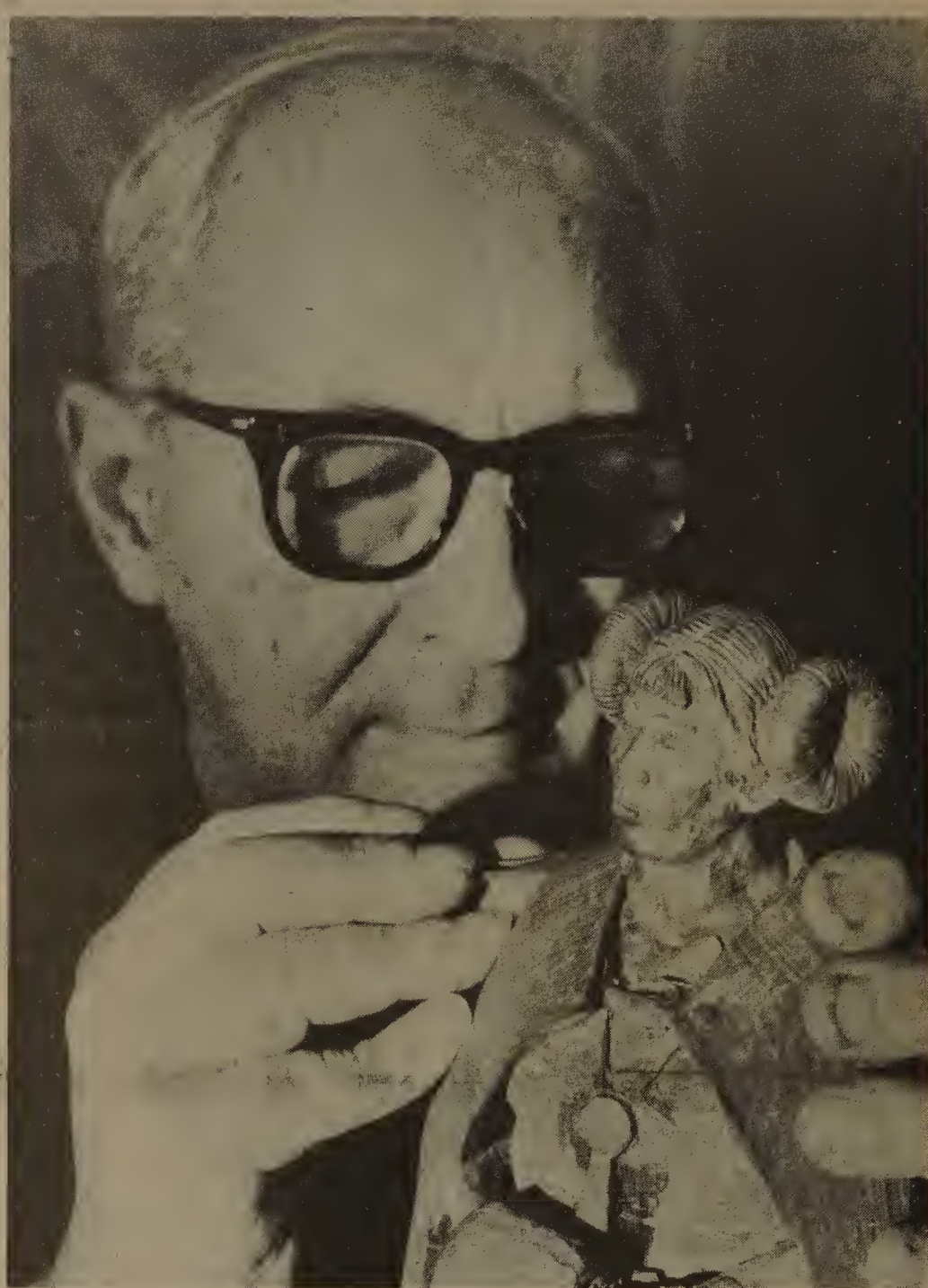
Blocks of wood come to life

"I get emotional satisfaction from seeing a block of wood come to life," he says. (Guipetto, the creator of Pinocchio, would understand.) "If I didn't have this to do, I'd go bugs."

He starts by sketching front, back and side views of his subject on the block of wood, then he rough cuts it into a cubist form with saw and chisel. "I don't go to detailing it until I get the proportion just right," he says.

"You never know what you'll run into once you start. Once I found a stone lodged inside a block of wood."

Jerry modifies his work as needed



Jerry Frye leads a relatively simple life in retirement at his lake cottage, but there is nothing simple about his wood carvings. Here he gets down to details on an Indian maiden sculpture with one of his hand-made tools.

to incorporate splits and other imperfections.

Does he have any favorite works? "I change my affections every time I do a new project," he says.

Mitty's affections, on the other hand, never change. When it comes to cars there is none to match the Packard in his eyes.

His love affair with the Packard started when he was a young boy working in a garage in southern Indiana. He still remembers servicing his first Packard, a 1919 model. "My eyes bugged out when I saw it, and my boss said if he ever had a chance to have any car that was it."

Today two 1933, 12-cylinder Packards are parked in his walk-in basement. One is a Packard Dietrich-Victoria. The other is a Packard four-door club sedan purchased in 1952 for \$500.

Respect for engineering

To him the Packard represents the "finest automobile engineering in the world."

His reverence for the Packard is reflected in the fact he built his house around the two he has. "It's a love for a standard of quality," is the way he describes his strong attachment for the cars. Like

Jerry's works of art, they are not for sale, although enthusiasts from France, Germany and England have come to ogle at the Dietrich-Victoria.

"Packard had more basic automobile patents than any other firm, Mitty says. "In its heyday, Packard was 'it' in the luxury car market."

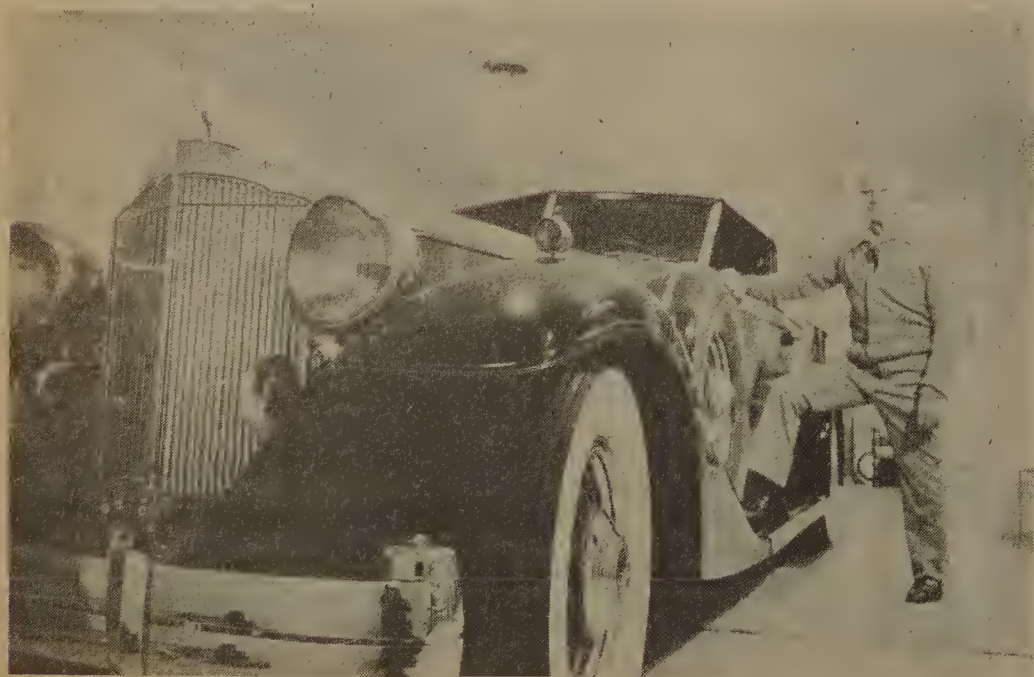
'The best is none too good . . . You have to learn to give of yourself.'

Mitty has a saying that has guided him in everything he does, whether it's designing his own home, hand-sanding his Packards or engineering at GE: "The best is none too good."

The attention to detail and the spotless finish on his cars are the embodiments of his philosophy.

Mitty believes, "There are really only two kinds of people in this world — the doers and the give-me's."

"You have to learn to give of yourself," he adds. That, too, has gone a long way toward building a lasting friendship.



His "love for a high standard of quality" characterized Armin Mittermaier's work as a GE engineer. Now he takes the same pride in his retirement hobbies, which include restoring classic Packard automobiles. His Dietrich-Victoria, shown here, has drawn worldwide attention from collectors.

ALLEY CHAT By Connie Houser

Cold puts clamps on bowling scores

GE Club bowlers suffered a cold streak to match outdoor temperatures as there were no season records broken and only one 600 was reported for the men. Art Smethers of the Friday Nite Taylor Street hit a heat wave to net a 640 series and Senior Citizens bowler Carl Metker rolled high game of the week with a 240. The women managed six 500 series with Liz Papen of the Friday Nite Ladies leading with a solid 548. Hopefully things will warm up next week with lots of steaming bowling scores.

There is one week left to get in the Third Annual GE Club No-Tap Tournament. Call today for reservations 743-8487 or Ext. 2042.

Monday Morning Ladies		Ralph Kelker	216
Mildred Franke (208)	531	Harold Nieman	216
Virginia Fletcher	181	Ralph Thomas	210
GE Office League		Friday Nite Ladies	
Dick Wells	224	Liz Papen (187-190)	548
Bob Rietdorf	217	Mary Koontz	514
Dan Lepper	216	(187-190)	
Jim Rieger	213	Martha Hire	184
Small Motor League		Friday Nite Taylor St.	
Francie Harter	213	Art Smethers (238)	640
Dick Blair	211	Bill Smith	213
John Thurber	211	Don Saylor, Sr.	211
Monday Nite Ladies		Junior League	
Terri Kintz	534	Eddie Lehman	221
(188-183)		Preston Petire	211
Sally Miller	194	Ed Rondot	210
Senior Citizens (Thurs & Fri)		Guys & Dolls Leagues	
Bernice Topp (204)	505	Maxine Tennant	201
Esther Muzzillo (190)	501	Sally Gribler	197
Alma Yerks	197	Diana Tennant	192
Helen Koehlinger	182	Sunday Sunbaggers	
Carl Metker	240	Mary Weiks	195
Bill Hattendorf	221	Tom Uhrick	232



Karl Kearns, a wire drawer at the Wire Mill, earned \$470 for his suggestion that reduced tangling and scrapping of wire coil ends. His idea was to modify the arbor of the dereeling machine to keep wire from slipping on the spool and having to be scrapped.



Dick Henley, hydraulic machine builder at the Advanced Manufacturing Operation, took advantage of the Value Analysis double suggestion award program and earned \$210 recently. His suggestion for making parts of the winding head machine easier to reach resulted in a reduction of assembly time.



Heading home early on Feb. 10 because severe winter weather forced Fort Wayne plants to shut down production operations for a day are Rex Richmond, Dave Weil and Kent Whitacre. Eligible employees may use Sick and Personal Pay Days to receive pay for days when such emergency shutdowns keep them from working. Many non-production workers remained on the job Feb. 10.

In memory

Gottlieb J. Nicole, 6933 Bellefield Drive, died Feb. 14. He was a final tester at Section 14, Taylor Street, GPM, prior to retiring in 1968.

Harold F. Trautman, 2801 Witchwood Drive, died Feb. 14. He was a winder in Specialty Transformer, Building 19-1, when he retired in 1974.

John W. McPherson, Yoder, died Feb. 12. He was a machinist in Building 18-1, SMD prior to retiring in 1969.

Milton Bryan, 408 E. Main St., died Feb. 12. Before retiring in 1968, he was a production control specialist at Hermetic Motor.

Jesse C. Newhard, Anaheim, Calif., died Feb. 3, and had worked at Specialty Transformer, Building 26-4 prior to retiring in 1951.

Menu

Monday, Feb. 23 — minestrone soup, beef and noodles and grilled ham steak.

Tuesday, Feb. 24 — chicken rice soup, beef goulash with rice, roast beef.

Wednesday, Feb. 25 — beef barley soup, turkey ala king with potatoes, liver and onions. Special: Mexican fiesta.

Thursday, Feb. 16 — chicken vegetable soup, pork and noodles, country beef steak.

Friday, Feb. 27 — New England clam chowder, macaroni and cheese, flame broiled beef steak, batter dipped fish.

Available daily: assorted grilled sandwiches, whipped and french fried potatoes, hot vegetables, assorted pie and salads.

Last bingo slated March 14

The last GE Club bingo of the season will be at 7:30 p.m. Saturday, March 14. Free to all with employee identification. Children must be 12 to participate.

Retirement announced

Lois O. Tubbs retired Nov. 1, 1980. She was a press operator at Broadway GPM for 21 years.

General Electric News

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GENERAL ELECTRIC

ADLETS

RIDE WANTED

RIDE OR RIDERS to BDWY from Hicksville, OH, 6:45 a.m. 1-419-542-6120.

FOR SALE

TIRES, 2, A78-13, snow, mtd on Pinto whls, \$35; 2 reg., \$10. 489-4229.

5-RM BUNGALOW in Lafayette Esp., very nice, reas. 456-6767.

'71 CUTLASS, sharp, low mileage, \$1,200. 747-6507.

GAS DRYER, good cond. 456-1193.

3-SPD BICYCLE, like new, lady's, \$50. 484-9447.

FRANKLIN STOVE w-adapter, pipe, screen, 1 yr. old, \$90. 489-9168.

FIREWOOD, seasoned, by the rank, cord or truckload. 639-6555.

'67 CADILLAC, 4-dr., red/white, stereo, \$400. 489-9590.

'67 FORD PICKUP, wht, \$500 or bst. offer. 749-5634.

'73 MOBILE HOME, 3 bdrms, 14'x70', fp, cen air, shed. 489-9590.

BROYHILL END TABLES, fruitwd, \$70 ea., mtchg coffee tbl, \$140, whole set, \$250. 432-7877.

SERVICE MANUALS for '71 Ford pass. cars, \$10. 432-3274.

'80 A.M.F. SUNFISH-SHADOW SAILBOAT, like new, \$950. 485-7539.

REFRIGERATOR w-frzr; appliances, sofa, ex cond. 489-5770.

E-T FACTORY SECONDS MAGS & TIRES, 2, \$30 ea. or bst offer. 745-2534.

'72 KAWASAKI 350; '72 snowmobile. 622-4407.

MARLIN 22 BOLT ACTION RIFLE w-sling, \$40; Crosman 22 air pistol w-pellets, \$30. 749-0298.

'71 PONTIAC T-37, bst offer, aft. 6 p.m. 486-3195.

NATIONAL GEOGRAPHIC MAGAZINES, good cond.; **Yankee** Magazines. 483-0069.

'77 JEEP CJ-7, sharp w-lots of extras. 625-4513.

CARS & PARTS: '47 Cad., '68 T-Bird, '64 Pont., '63 Ford; carbon arc torch, new. 447-5910.

SEWING MACHINE, Electro-Hygiene, fancy & stretch stitch. 483-4116.

'72 FORD LTD, runs good, needs some body work, \$300. 637-3307.

SOFA BED, full sz; 2 lamps; swag lamp; 2 end tbls; coffee tbl. 749-9702.

SERVICE MANUALS for '71 Chev. passenger cars, \$8. 446-7892.

SHARPENING EQUIPMENT, \$6,000 worth, mst sell, \$3,500; phone ans. service, \$125. 749-4931.

'73 BMW CYCLE, 600 CC, extras, \$1,300. 1-691-3337.

SNOW TIRES, like new, F78-14, less than 5,000 miles. 747-1137.

'71 MAVERICK, 6 cyl., PS, good batt. & tires, \$350 or offer. 482-2288.

SCHWINN 16" BICYCLE, girl's or boy's, \$35. 637-3853.

WANTED

OLD NEWSPAPERS, will pick up. 484-4251.

LIONEL & American Flyer trains, any cond. 1-724-8011.

LAUNDRY in my home, SW. 456-8300.

SERVICE

SNOW PLOWING, Times Corner/U.S. 24 W.,

very reas. 432-2168.

SEAMLESS GUTTERS, alum. siding, free est. & references. 627-2429.

BABYSITTING, my NE home off St. Joe Ctr Rd., reliable. 486-4546.

NEW ROOFS & roof repair, licensed, insured quality work. 432-5324.

PHOTOGRAPHY, weddings, portraits, pets, framing, etc. 432-9753.

*ADLETS

GE NEWS BLDG. 18-3

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INDICATE TYPE OF AD HERE:

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|-------------------------------------|---|
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| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

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Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Address _____ City _____

Home Phone _____ Bldg. _____

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Signature _____

Palmisano, employees discuss quality, productivity

"Quality comes first," replied Pat Palmisano, Broadway plant manager, to an employee question at an informal "Chat and Chew" earlier this month.

Quality improvements in 1980 were what turned Gast Manufacturing Corp. of Benton Harbor, Mich., into a 100 percent GE customer for one particular model motor.

"We've turned the situation around with Gast and they are very pleased with our quality," Palmisano said. "To keep that kind of business and the jobs that go with it, we must continue to earn it."

He added that Broadway GPM has a goal to boost promises kept to 100 percent in 1981. He said it is important to achieve the goal because customers are relying on short delivery times to replenish low year-end inventories.

Bill Stephens, one of a dozen employees attending, asked, "Where does the emphasis on quality stop and the emphasis on quantity begin?"

Palmisano replied, "We don't want to ship any product that does not meet our standards. If we do, it will just come back and cost more in the long run. Quality is an attitude that needs to be shared by both hourly and management. Where we have problems, we must have the courage to solve them."

GPM investing in Broadway

Palmisano said Broadway GPM is



Pat Palmisano (far right), plant manager at Broadway GPM, listens as Ed Connet (second from left) talks about a situation at work. Others participating in the

Chat and Chew discussion are, from left: Pat Gerardot, Dave Walker and Doug Pipes.

doing a lot to keep its business competitive.

"We've got more money in our 1981 budget for tooling, so we should see some improvement in that area. This year we intend to invest about \$750,000 on equipment, compared to the \$250,000 we've spent on equipment each of the last two years on the average."

He said cost control is a primary goal of the new Productivity Improvement Program team.

"In one area the team switched from a daily to a weekly schedule to reduce the cost of extra setups. These are the kinds of things we have to look at to keep our business competitive," he added.

He said more emphasis will be placed on reducing lost-time accidents and improving attendance at work.

Palmisano agreed with employees at the Chat and Chew who said work flow improvements could help reduce costs.

He said the challenge of getting the right parts to the right operators at the right time depends on "the reliability of our vendors and the reliability of our own inventory records."

He said management and production employees have to work together to make the system work. "Management can't be indiscriminant in cutting back inventories to

save costs. On the other hand, if someone wings a number of parts and throws them away, they have to make sure they report it. Otherwise our inventory records will be thrown off."

Palmisano emphasized that an even product flow is in everyone's best interest. "It can make your job easier and it helps cut production costs. It's something we all have to work at."

He said he would follow up on several employee suggestions raised during the session. Chat and Chews will be scheduled about every two weeks throughout 1981 so that each employee at Broadway will have a chance to participate.



M.A. Peterson



Ed Fisher

Needs breed inventions

"It is personally rewarding to develop something that is novel and that warrants the company spending its resources to protect that idea," says Ed Fisher, product design engineer at GPM, Taylor Street.

He received the bronze medallion in 1980 for having filed for his first patent. Engineers filing for their 10th patent receive a silver medallion and those filing for their 20th receive a gold medallion. Each receives a fixed cash reward for patentable ideas, currently \$250.

The process that results in a patent filing usually is triggered by a customer's need, says Fisher. In his case a customer reported problems with an unprotected switch used in swimming pool motors. He and fellow engineer Sol London each came up with novel ideas for solving the problem. Patent applications were filed in both cases. London's idea is being used in production, while Fisher's is being held as a backup in case the situation changes.

"The gratification comes in knowing that after many hours of deliberation you have come up with a workable concept," Fisher says. "The kick you get is relative to the importance of the concept and the novelty of it."

Engineers turn challenge into opportunity

"A successfully analyzed problem is the key to making a breakthrough," says Dr. M.A. Peterson, manager of MTO's Applied Laboratory. He is one of three Fort Wayne GE engineers who have received the gold medallion for filing over 20 patent applications.

"You really don't aim at getting a patent when you are working on a customer's need," he adds. The patent is a by-product of a creative and scientific process that begins with an identified problem and ends with an improved product serving a customer's needs.

"Oh yes, it makes you feel good when your name is etched onto a patent," says Peterson. "But, as you can see, there are a lot of other gratifications along the way."

"You use your ideas, your concepts in reduction to practice and your time, but you are using GE's guidance for needs and their equipment . . . and we have highly competent specialists we can turn to for assistance."

Currently the emphasis is on productivity improvement, cash flow, cost reduction and product improvement in wire enamels. This is the area that engineers work in looking for opportunity for a breakthrough, says Peterson.

Inventions found, not planned

"You don't really plan an invention. You find it through experimentation. There is always the element of surprise and the unexpected. Even a failure can turn on a light at the end of the tunnel."

Peterson says he likes nothing more than to have an experiment going in the lab at the end of the day and to return the next morning looking forward to finding encouraging results.

"We've got to be out front of everybody in the motor business, and stay on the frontiers of

science. When you are up front, there is no higher authority. If you are doing the experiment, you are the expert."

Once the breakthrough is achieved and documented, the legal department begins the process of obtaining a patent, but the inventor's work is not yet done.

"We have to shepherd the idea into the customer's hands," says Peterson. "Part of this involves helping our production departments adapt to the differences the new product or process creates. We listen to complaints and follow through."

Satisfaction in helping customer

"Seeing the product coming out in production is the real fulfillment. Then you can say you have done something for the company or the customer and they are using it."

He says two of his inventions gave him particular satisfaction. His first, a weatherproof enclosure for a ballast, still is in production. It is memorable because it was his first and because it was a new product, he says.

He also is proud of his water-based wire enamel patents. One has had a successful four-year run. An operator can wash these enamels off with water — unlike conventional enamels which cannot be removed from the skin with water.

"The one thing I don't like to hear people say," he adds, "is that something can't be done." Peterson and hundreds of other GE engineers are proving daily that there are answers to today's challenges — productivity improvement, cash flow, cost reduction and product improvement — as long as a "can do" attitude prevails.

General Electric News

FEBRUARY 27, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 8

GPM sees 1981 progress despite economic bumps in road

"It must be the goal of every person in General Purpose Motor to maintain the momentum generated in 1980 in improving our customer service image," said General Manager Bill Fenoglio in a series of business review meetings that ended Monday.

He said double-digit inflation and interest rates will continue to add to the cost of doing business, while the competitive nature of GPM's market will restrict its ability to recover those costs through price increases.

In 1981 an even larger part of net income to GPM will be plowed back into the business.

"We've got to continue to invest in equipment to improve productivity," he said. Major equipment programs scheduled for 1981 include:

- A \$1 million expenditure for winding systems at Winter Street to improve GPM's competitive position in markets for larger integral motors.

- A \$300,000 investment in computer automated surge test equipment at Taylor Street.

Other challenges Fenoglio outlined for 1981 included:

- An accent on quality to improve GPM's customer image.
- Efforts to ensure a safer work



Bill Fenoglio, GPM general manager, told salaried employees this month that sales forecasts have had to be revised downward somewhat for 1981 because of continuing high interest rates and inflation and because housing has not turned around as fast as earlier forecasts indicated it would. Nevertheless, GPM will continue to invest in the business to improve its competitive position in the marketplace.

environment for GPM people. "Even one lost time accident is too many, and we have to aim for zero lost time accidents. Our people deserve nothing less," he said.

- Engineering leadership to simplify and structure product lines and respond to competitive pressures worldwide.

- New product development and new marketing strategies to help grow business.

- Increased participation in employee suggestion and cost improvement programs, which can help achieve productivity goals.

In reviewing 1980, Fenoglio said, "Through employee dedication and skill, we survived a very rough economy and had a very successful year."

International sales help

The economic recession took its

toll as GPM sales were down 6 percent from 1979 levels, but GPM did gain market share. A big assist came from doubling of international sales over 1979 levels.

GPM realized operating improvements through front line control, productivity programs and equipment investments that included:

- Rotor die cast, end shield cast and annealing systems at Taylor Street.

- Two new commutator brazing machines at Broadway to help meet the threat of foreign competition for golf cart motors.

Fenoglio said 1981 will offer many challenges. "Indeed, it may be a very difficult year for the business. There are some signs that the overall economy will improve, but this is not at all certain.

"Economic forecast data that we are looking at now has been revised downward from earlier projections — with the gross national product growth rate down three points from 5 percent to 2 percent and 400,000 fewer housing starts.

Fenoglio closed by expressing his confidence in the ability of the GPM team to improve productivity and overcome the many challenges facing the department.

A master's degree at company expense

Rigorous GE engineering course speeds learning process

"We're trying to accelerate and compress into three years the process of gaining broad engineering experience that takes most engineers 10 to 15 years to accumulate."

That's the way one engineer, Steve Gray, SMD, views his participation in the Advanced Course in Engineering at Fort Wayne. The first local graduates of the three-year program, also known as the ABC Course, will receive their certificate and master's degrees from Purdue University this June.

Broad-based, practical

Dave Leo, program supervisor, launched the first full ABC Course here in 1978. "The Advanced Course offers an opportunity to gain a broad theoretical base in engineering together with intense, practical application of engineering principles," says Leo.

"It has a lot of prestige inside GE engineering. Any engineer in GE can apply, but admission requirements are fairly rigorous and the workload borders on outrageous," Leo adds.

The program is divided into three segments, as follows:

- **A Course** — Totally GE oriented, the first year program centers on 28 one-week projects involving realistic engineering problem solving. "If one of these weekly projects is turned in late, the person is not allowed to continue in the program," says Leo. That's how tough it is. The Edison Engineering Program requires participants to take the A Course. Kevin Truelove, who has moved on to the B Course, is the only person in Fort Wayne currently taking part in the Edison job rotation program.

- **B Course** — In this phase, engineers move to campus for one semester of graduate studies, then during the spring semester take the GE motor theory course and complete five projects.

- **C Course** — Participants take two televised Purdue classes and do a one-year project. The four C Course participants and their projects are:

- Bill Zinn, GPM, Taylor Street

See ENGINEERS, Page 4.



Kevin Truelove, Edison Engineering Program and B Course participant, takes a Purdue University course via television in Building 19. He is working on a master's degree in engineering through the Advanced Engineering Program. The B Course is the second stage of that program.

Two HP Fund rates listed in monthly S&SP Report

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in January. The Long Term Interest Fund price for the last day of the month is also shown as well as year-to-date annual income rates for both the HP and LT funds.

Participants should note that two Holding Period Interest Fund income rates are now reported in these columns — one for 1980 investments, which continue in the holding period under the expected rate for that year's savings, and one for current investments of 1981.

The prices listed in this report are used for crediting accounts, but should not be used as the cost of shares or units for income tax purposes. "Tax cost" for securities acquired under S&SP is calculated for employees according to Internal Revenue Service regulations.

The figures are furnished on the annual "tax information statement" which will be issued soon to Fort Wayne employees.

Employees should read their prospectus before making any changes in investments.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate		Long Term Fund Price	YTD Annual Income Rate
				1980	1981		
January	\$61.863	\$29.643	\$10.00	10.9%	13.1%	\$9.31	14.1%*

* At Jan. 31, 1981 the net current yield of the long term investment portion of the fund was 13.3 percent.

Nearly 300 Fort Wayne GE people to receive S&SP insurance refunds

More than \$4 million in insurance premium refunds will soon be on its way to nearly 24,000 eligible 1980 participants in the Savings and Security Program's life insurance option.

The refund comes as a result of favorable experience under the insurance option last year. Each eligible participant will receive an amount equal to 60 percent of his or her contributions under the S&SP insurance option during 1980.

Those eligible for refunds are employees who made contributions for S&SP life insurance in 1980 and were still actively participating in S&SP in December 1980. Here in Fort Wayne a total of about 290 will be receiving refund checks, according to Carl Diehm, supervisor of payroll.

The refund checks are scheduled for distribution in March.

Under terms of the S&SP life in-

surance option, a portion of the contribution by participants may be refunded when the financial experience for the option is favorable. This is the tenth consecutive year in which participants will receive a refund.

S&SP participants can earmark 1 percent of their pay for the special S&SP life insurance as part of their S&SP investment. The insurance deduction along with other S&SP investment dollars is eligible for a company .50 percent matching payment. A total of up to 7 percent of pay is eligible for matching.

Those who would like to know more about the S&SP life insurance option should check the GE employee benefits "Summary Plan Description" booklet and the current "S&SP Prospectus." Diehm (Ext. 2371), in Building 18-1, can provide additional help in explaining the program.

40 years of service . . .



Harold "Buck" Sommers, Wire Mill, recently completed 40 years at GE.



Joe Taylor, Wire Mill, has completed 40 years of service.



Bob Klingel, Wire Mill, has been honored for 40 years of service.



Warren Wickliffe, Wire Mill, celebrates 40 years of service.

Three STD engineers receive patents in '80

Three engineers in Fort Wayne's Specialty Transformer Department received patent awards in 1980, as follows:

A. F. Wilcox — condition responsive battery charging circuit.

G. P. Wallot — circuit for selective individual operation of multiple arc discharge lamps.

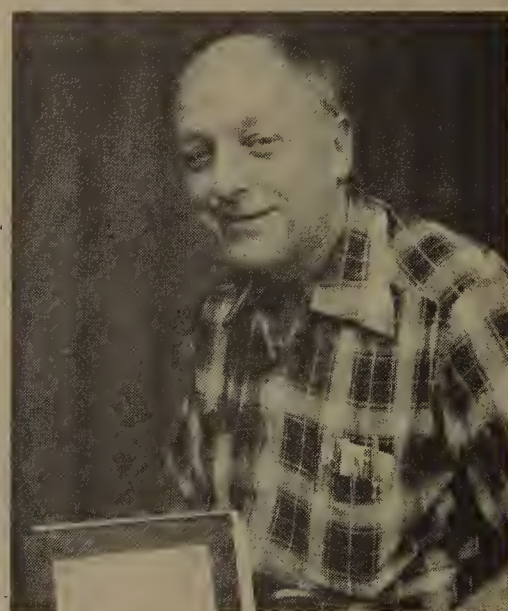
D. C. Wood — electrical transformer or similar article.

Retirees to receive personalized statements

A new service for 70,000 GE pensioners is being inaugurated this year with the mailing of personalized statements that report individual pension and insurance benefits to retirees. The statements were originally scheduled for mailing in January, but a revised plan calls for them to reach pensioners late this month.

The statements are going to former employees who retired directly from the company.

The statements contain a summary of each retiree's pension payments for 1980, detailed information on his or her life and medical insurance coverages, plus information on beneficiary designations.



Willie Arnold, AMO, Building 19-3, has 40 years of service at GE.

New!

Mini AM/FM Radio Cassette Recorder



Suggested Retail Value	\$74.95
Regular Employee Store Price	\$49.97
Pre-Introduction Market Test Price	\$36.47
(plus applicable taxes)	

New!

FM/AM Miniature Pocket Portable



Suggested Retail Value	\$28.95
Regular Employee Store Price	\$19.97
Pre-Introduction Market Test Price	\$13.47
(plus applicable taxes)	

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General Electric News

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GENERAL ELECTRIC

ALLEY CHAT

By Connie Houser

Bob Rietdorf bowls high game for week

Bob Rietdorf of the GE Office League bowled eight strikes in a row to net high game of the week for the men, 252. The league rolled the most 200s for the week — 17. The GE Office League still holds the season record from last November with 22 games of 200 or more. The closest challenger was the Hermetic League when they rallied 20 - 200-or-better games in November.

The Third Annual No-Tap Tournament results will be in next week, so be watching to see who the lucky pair is.

LEAGUE RESULTS

GE Office League		Small Motor League	
BOB RIETDORF (252)	822	Mel Guillaume	226
Bob Henry	225	Willard Fritz	223
Homer Jeffrey	223-210	Max Christensen	221
Joe Nicolosi	218	Cal Hapner	216
Paul Long	218	Buck Somers	215
Dick Wells	216-211	Jim Streit	212
John Wilson	211	Carl Brandt	210
Bob Lehman	210	8 200-or-better games	
Monday Nite Ladies		Hla & Here League	
Terri Kuntz	206	Cheryl Remmert	566
Edna Armstrong	194	(202-204)	
Venus Fann	193	Jean McDaniels	520
Edna Woebbeking	190	(208)	
Betty Nielsen	189	Ellie Aker	189
Ruth Uetrecht	188	Chuck Todd	234
Sally Miller	181	Friday Nite Taylor St.	
Martha Anderson	181	Elmer Asbell (222)	817
Tuesday Afternoon Ladies		Bill Hopkins	211
Allene Rogers	182	6 200-or-better games	
Judy Heath 1-5-7 split		Friday Nite Ladies League	
Hermetic League		Nancy Wysong	212
Brent Cleveland	610	Bonnie Roth	205
John Nix	233	Mary Omo	182
Terry Austin	219	Thekla Papen (4-7-10 split)	
Joe Russell	215	TTY League	
Fred Hunter	213	Steve Evans	221
9 200-or-better games		Gene Winans	213

Adam & Eve League

Joan Crum (187-184)	528
Elaine Hofacker (192)	528
Marge Campbell (209)	506
Ruth Yentes	188
Justine Coudret	182
Maureen Rogers	180
Kharis Roach	180
Dean Crum	224
Paul Yentes	213
Cal Hapner	210
Justine Coudret (4-7-10 split)	
Gretchen Garrett (3-10 split)	
June Hapner (2-7 split)	
Elaine Hofacker (5-8 & 5-6-10 split)	

Jack & Jill League

Shirley Bohner	199
Jean Reinking	184
Rosy Ort	182
Frances Kalko	181
Merle Woll	213

Pete & Tillie League

Robin Rieger (185-205)	562
Bob Boyce	602
Carl Nix	216
6 200-or-better games	

Sunday Sandbaggers

Mary Weiks (205)	535
Cheryl Remmert	180
Red Dillon (225)	606

Maws & Paws League

Maria Hughes (195-192)	554
Warren Wickliffe (237)	625
Bob Carnes	225

Sunday Nite Mixers

Connie York (185-186)	543
Mary Kern	196
Judi Cocklin	181
Don McMaken	215

Senior Citizens League

Gladys Wright (200)	536
Lucille Shriver (212)	504
Clara Lauer	189
Scudder Chaney (218)	600
Leon E. May	221
Scudder Chaney	220
Harold Nieman	211
Ralph Thomas	211

Apparatus League

Jack Lichtsinn	215
Tom McGinnis	214
Walt Nielsen	213
Ray Junk	210

Menu

Monday, Mar. 2 — chicken noodle soup, chili mac, Canadian bacon.

Tuesday, Mar. 3 — beef rice soup, turkey tetrazzinni, Salisbury steak.

Wednesday, Mar. 4 — lima bean and bacon soup, ham with boiled cabbage, sliced roast beef. **SPECIAL:** Mexican fiesta.

Thursday, Mar. 5 — French onion soup, beef with Spanish noodles, breast of chicken.

Friday, Mar. 6 — vegetable soup, macaroni and cheese, baked ham, batter dipped fish.

Available daily: assorted grilled sandwiches, whipped and french fried potatoes, hot vegetables, assorted pie and salads.



A Fort Wayne area dentist asks a question during a discussion of the GE Dental Assistance Plan earlier this month. Facing the camera from left are: Ron Slyby, who heads the society's committee on insurance benefits, and Pete Ellef, manager of the GE Dental Claims Office for Connecticut General Life Insurance Co., Avon, Conn. About 75 dentists attended the meeting, the second of its kind since the program began last June.

Superstars win basketball league title

By Pat Ebetino

The Superstars team led by Jim Whitt's 21 points captured the GE Club Basketball League season championship. The Stars laid claim to the title by downing MTO 72-68. Other top scorers for the Stars were George Jordan with 19 and Lester Woods with 14.

MTO was led by Larry Sordelet's 20, Rick Stoller's 13 and Don Grim's 12.

Members of the Superstars team include: Bernie Ebetino, Jim Gooden, George Jordan, James Moore, Anthony Scott, Leon Smith, Jim Whitt and Lester Woods.

Final season standings were: Superstars, 10-2; MTO, 9-3; J&J

Tap, 8-4; Decatur, 3-9; and Thirsty Horde, 0-12.

Pensioners potluck March 10

All pensioners are invited to the GE Pensioners Potluck at the GE Club auditorium at 11:30 a.m. March 10. Bring a covered dish and table service.

In memory...

Leon W. Rademaker, 537 Pierce, died Feb. 15. He retired from GPM in 1960.

Kenneth S. Smith, Albion, died Feb. 16. He was a major grinder in Building 19-3 prior to retiring in 1974.

ADLETS

RIDE WANTED

OR RIDERS from Churubusco to Taylor St., 1st shift. 693-9369.

FOR SALE

BABYBED w-mattress, feeding table, wooden playpen, good cond., aft. 6 p.m. 426-5652.
11" B&W TV, needs adjusting, \$15. 483-4838.
ARMSTRONG FLUTE, ex. cond., \$150. 432-2734.
MATTRESS, full sz. 441-9723.
DINING ROOM TABLE, maple legs, wood grain mica top, \$40. 483-3894.
REFRIGERATOR, frost-free, ex. cond. 486-3268.
'79 MOBILE HOME, cen. air, dshwshr, washer, dryer, grill, shed, see to appreciate, aft. 4 p.m. 447-0115.
'73 MOBILE HOME, 3 bdrms, 14'x70', FP, carptd, cen. air, shed. 489-9590.
EXERCYCLE w-odometer, \$70 or bst offer. 489-5790.
12 GA PUMP SHOTGUN w-case, Ithaca 37, \$115. 456-4842.
MINK STOLE, beautiful, value, \$1,200, will sell reas. 422-7754.
PRINTING PRESSES, 2, \$400/both; offset camera, \$300. 432-2445.
RADIO & TV TUBES for antique sets; prtbl color TV & console. 744-3807.
'71 CHEV IMPALA, auto, air, pwr, good tires, \$550. 432-5838.
'69 CHARGER, 79,000 miles, loaded, still in good shape. 672-3400.
GATOR TRAILER TIRES, 4, 600x9, on whls for 1" axle. 745-7721.
WEDDING GOWN, sz. 9-12, satin with mid veil, beautiful. 447-7025.

KITCHEN DINETTE SET, oval tbl w-4 gold & wht chairs, \$60; ex. bike, \$30; ice skates. 747-3871.

GE WASHER & DRYER, harvest gld, \$225. 485-2111.

'76 FORD COURIER, runs great, has camper shell, 4 spd, 59,000 miles, \$2,200 firm. 493-3047.

SOFA, bwn, 92"; 11" B&W TV; sofa sleeper w-qn sz bed. 447-3418.

ELEC. ADDING MACHINE, Sears, \$15. 356-5965.

MALLARD DUCKS, 4 males, 1 female, 8' mos. old. 1-693-2357.

'74 MONTE CARLO, very good cond., many extras, aft. 5:30 p.m. 622-7353.

CARPET, 12'x12', dk blue-grn shag, \$35. 485-8562.

AKC NORWEGIAN ELK HOUND, male, shots. 637-3482.

OUTDOOR WOODEN PLAYHOUSE, 4'x8', nice, \$65. 637-3853.

STUDENT DESK, coffee table, lounge chair. 485-4451.

TWO-PC. LIVING ROOM SUITE, \$65; Danish sofa, \$65. 483-4889.

'77 FORD 4x4, ex. cond. 1-636-7328.

SOFA BED w-matt., like new, tan, \$80 or bst offer, moving. 1-622-7413.

'72 HARLEY SPORTSTER, lots of chrome, mst see, bst offer. 639-6813.

THREE-CUSHION SOFA, bwn, very good cond. 1-248-2401.

DISHWASHER, under ctr, works good, \$50. 749-8951.

WANTED

TWISTER EXERCISER, std on and twist. 486-2331.

USED SET OF ENCYCLOPEDIAS. 627-2702.

TRUMPET, good cond. 485-8097.

LATE MODEL FOLD-DOWN CAMPER, slps 6, good cond., reas. 489-5682.

PING-PONG TABLE, good cond., reas, aft 5 p.m. 639-6101.

LIONEL & American Flyer trains, any cond. 1-724-8011.

TARP, 8'x12', for utility trailer cover. 745-2907.

WORK CARING FOR AMBULATORY ELDERLY or convalescent, in your home, references. 447-7481.

FOR RENT

ROANOKE-small 4 rm house, gas heat, nice lot. 672-2869.

SERVICE

KNITTING & CROCHET, taught by appointment, classes starting now. 444-0943.

SEAMLESS GUTTERS, alum siding, free est. & ref. 627-2429.

WILL BABYSIT, my home, Garrett. 357-5686.

PHOTOGRAPHY, individual, family, portraits, pets, framing, etc. 432-9753.

VINYL COATED ALUMINUM SIDING & installation. 493-3218.

HOUSECLEANING, \$20 per general cleaning. 747-5531.

NEW ROOF or roof repair, licensed, insured quality work. 432-5324.

BABYSITTING, my home, NW, 1st shift, good care. 422-3887.

FREE

THREE-QTR. ST. BERNARD, one-qtr shepherd, 1½ yr. old male, good watch dog & good with children, country home only. 672-3447.

PUPPIES, part German shp., for good home. 456-4624.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

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|-------------------------------------|---|
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| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Address _____ City _____

Home Phone _____ Bldg _____

* The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

HMO line rates rise, but economy signals need for caution

In spite of increased employment and higher line rates so far this year, Hermetic Motor Operation is not expecting a big comeback in 1981.

Speaking to groups of salaried employees and union representatives this month, Plant Manager Larry Rybicki outlined a plan of attack for the coming year — a year in which sales are expected to remain stagnant at best because of economic and market conditions.

A buildup in production rates is normal for HMO this time of year, but current levels are exceeding the forecast.

False sense of security?

"I see current levels as a kind of false security," Rybicki warned. "Air-conditioning inventories are the lowest they've been in years because of last summer's heatwave. Customers are now replenishing their inventories, but what happens after they accomplish that will depend on the economy, on housing starts and on what Reagan and company do."

Recession and inflation belted HMO with a one-two punch in 1980. Local layoffs triggered by the recession were costly. Inflation alone boosted compensation and benefit costs by over 15 percent per unit. Competition from low-cost manufacturers in a "buyer's market" prevented HMO from recovering the increased manufacturing costs through product price increases.

"The best way we have of responding to this cost squeeze is to continue to increase our productivity," Rybicki said.

HMO intends to do this in several ways:

- By increasing labor productivity through reduced training costs, improved efficiencies and the exclusion time program.

- By increasing operator awareness of quality and thereby reducing scrap and rework.

- By completing investment programs designed to improve tying techniques and crimping and to reduce energy consumption.

Rybicki praised HMO employee achievements in 1980 that helped lay the base for a fast start this year.

Among those achievements were:

- Plant record low inventories of finished stock and reductions in in-process inventories. "GE doesn't just have money lying around to pay for inventories until they are sold," Rybicki noted. "It has to borrow the money at or above the prime rate of interest. With those rates around 20 percent, inventory control is very important."

- A perfect safety record of no lost-time accidents in 1980.

Quality improvements 'excellent'

- An "excellent performance" in reducing quality costs by 25 percent. These costs include inspection, rework and scrap.

Rybicki said further improvements will be needed in all these areas, as well as continued performance to schedules, if HMO is to meet its 1981 goals.

He will make a state-of-the-business report to all hourly employees early next month.



HMO Plant Manager Larry Rybicki answers a question in a business report to salaried employees earlier this month. Sessions will be conducted with all hourly employees early in March.



Discussion often centers around individual projects in the Advanced Engineering Course. From left are C Course participants Jeff Watson, Jim O'Bryan, Steve Gray, Supervisor Dave Leo, and Bill Zinn.

Engineers

Continued from Page 1

Power Factor Controller Circuit and Motor.

- **Jim O'Bryan**, GPM, Building 4-4 — DC motor engineer's notebook on the design of DC motors.

- **Jeff Watson**, GPM, Taylor Street — development of a data retrieval system for GPM motors.

- **Steve Gray**, SMD, Building 4-6 — study of the pressure distribution in sleeve bearings.

Kevin Truelove also is working on a project on the dynamics of magnet wire during the winding process. He says, "Part of the reason I was attracted to the program is that it is a good way to get a master's degree and GE pays the bill."

What to do when snow hits the fan

It has been said that only fools and foreigners try to predict Fort Wayne weather. The message is: be prepared for anything any time.

Fort Wayne plants already have shut down production operations once this winter because of heavy snow. In such cases all salaried workers are asked to report to work if they can do so safely. Also, certain key production employees are asked to report as well.

A review of the policy concerning severe weather shutdowns follows:

- **Production employees** — When a significant number of employees are unable to report to work, normal production operations cannot take place. When this occurs, the message will be released to radio and TV stations that "Fort Wayne GE production workers should not report." If there is no such announcement, production employees will be expected to report at the beginning of their regular shift.

- **Other hourly employees** — Certain hourly work such as tool room and maintenance work can take place even when production operations are suspended. Employees in these classifications will be advised by their supervisors that they should report, if they can do so safely.

- **Salaried employees** — Since production shutdowns seldom prevent salaried personnel from performing their work, they are expected to report if they can do so safely — even when it is announced that production workers should not report.

- **Tune in** — AM radio stations asked to make GE weather-related announcements include: WOWO 1190, WQHK 1380, WLYV 1450 and WGL 1250. GE announcements also go to television stations WPTA Channel 21, WKJG Channel 33 and WANE Channel 15.

Carousel of discounts available

If you're an employee or pensioner interested in a family vacation to either Disney World or Disneyland, GE offers you and your immediate family free membership in the Magic Kingdom Club. Advantages of obtaining a membership card include special value ticket books you can obtain when you visit either of the Disney parks, and reduced rates at participating Howard Johnson Motels across the country. Personalized assistance in vacation planning is also available to members.

You may obtain your Magic Kingdom Club card by sending your request, along with name, pay

number, home address and self-addressed, stamped envelope to Georginne Edmon, GE Carousel of Progress, Walt Disney World, P.O. Box 40, Lake Buena Vista, FL 32830.

Credit Union meeting set

GE Employees Federal Credit Union will conduct its annual meeting at 1:30 p.m. Saturday, Feb. 28, in the GE Club gymnasium.

H. E. Short, general manager, says that yearly reports will be made by Credit Union officials and election results will be announced.

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

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(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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GPM invests \$2 million in winding systems

Winter Street coiled to strike out at competition

The operators of GPM Winter Street's new automated winding and placing system are "similar to pilots in a lighted cockpit," says Manufacturing Engineer Bob Bienz.

Operators Selma Hans and Janet Woenker are learning to "read" the

banks of lighted monitors on this new equipment which is the most advanced in the motor business for large frame production.

By the end of the year there will be four such systems at Winter Street — an investment of over \$2 million

that GPM is willing to make to ensure its future in these highly cost competitive motor markets.

"Major improvements in large stator production equipment have been slow in coming since the 1960s," says Bienz. "That 15-year-old technology kept us in business in the 1970s, but by 1977 it was apparent that we had to upgrade our methods to stay there."

Since the biggest share of the costs of production is in winding and placing, a study group was formed to focus on that area.

"Some of our competitors have cut costs by moving plants to low labor cost areas, but I think our solution will be more lasting," says Bienz.

The innovations in this new machinery came from a variety of sources. It includes a patented process of insulating end turns developed by Bienz and Toolmaker Palmer Urick. It also includes suggestions made by Leading Operator Peggy Collins to make the system easier for operators to handle.

GPM engineers worked closely with the Fort Wayne manufacturer, Industria, to develop the system. To make sure the machinery was as safe for operators as possible, changes were made as the machinery was being built.

Selma Hans, the first to operate the machine on a full-time basis, appreciates the human considerations that went into the machine's design.

"I've been a hand placer for 30 years," she says. "Now for the first time in a long time I can do housework without getting worn out. Hand placing the old way used to make my hands ache."

Now her work is more mental than physical, although she practiced

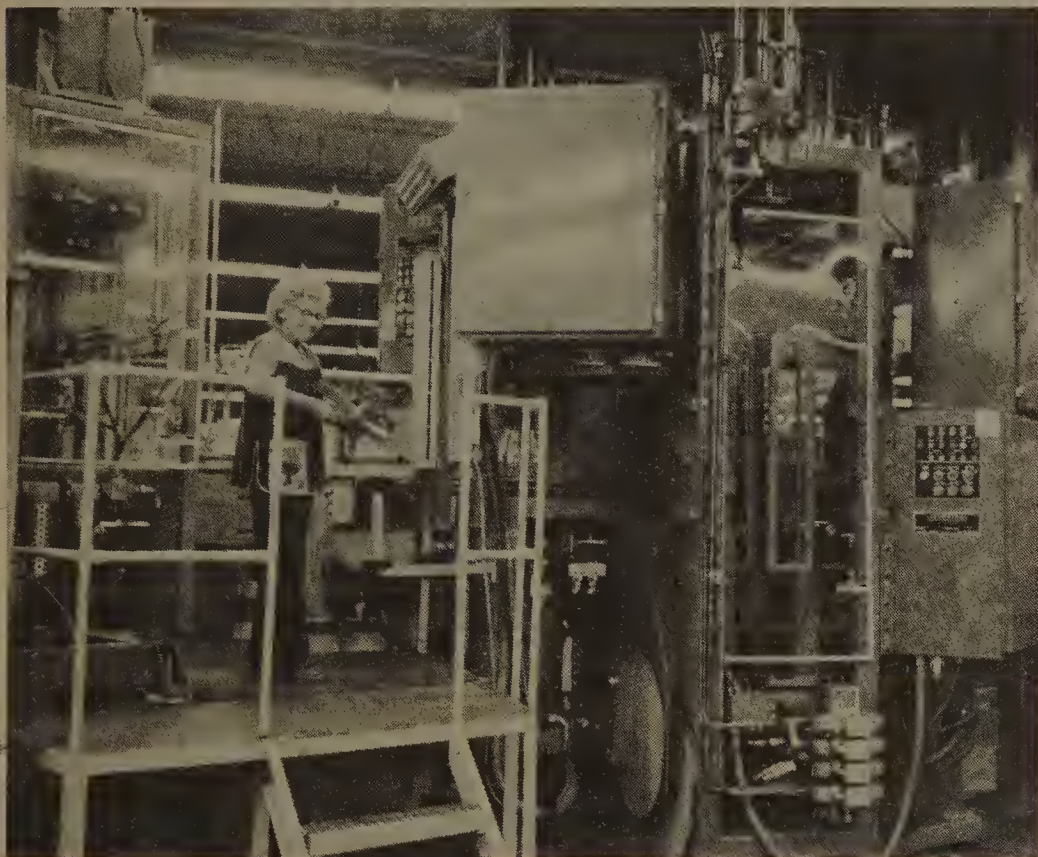
'Some of our competition have cut costs by moving to low labor cost areas, but I think our solution will be more lasting.'

standing up for long periods of time at home to make the adjustment from the sit-down job of hand placing.

"I have to concentrate a lot more on this job, but I really enjoy it. When the machine is running right, my day goes fast," she adds.

But Selma thinks the machines may serve a more important purpose. "If we can sell motors more competitively, it should help make more work," she says.

See WINDING, Page 2.



Selma Hans "pilots" the new coil winding and placing system at Winter Street.

Watch out for 'black hole' on Wall Street

STD makes astronomical investment in 'big dipper' paint system

Specialty Transformer Department's latest investment in space age technology will put a black hole in Wall Street, and traffic will have to be rerouted.

Construction begins Monday

To prepare for June delivery of the computer-controlled paint system, construction work will begin Monday on an addition to Building 27 to house the system and on modification of Building 26 truck docks.

Total investment in the project is expected to reach \$1 million. Using a new "electrodeposition" dip process, the new system will actually plate paint on submerged transformer case parts, says Jim Ridlen, advanced manufacturing engineer.

hoists will move large racks of parts from one big dipping tank to the next.

"This new system will improve the appearance of our products because you can't get runs with it, and it provides up to five times the corrosion protection of obsolete processes," he notes.

In addition to quality improvements, the new system will boost productivity through material, energy and labor savings. The increased efficiency of the new process also will dramatically reduce air-polluting emissions.

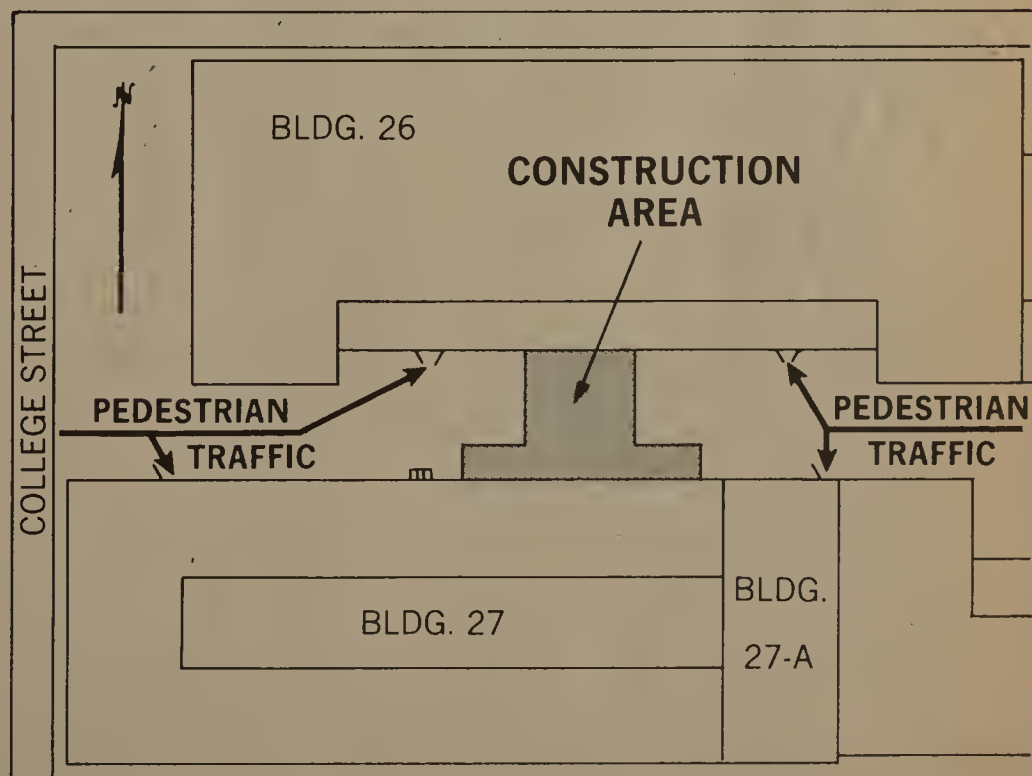
Because of construction hazards, the area between Buildings 26 and 27 on Wall Street will be officially closed to all vehicular and pedestrian traffic with the exception of a narrow fork truck passageway.

"We are asking employees to exercise extreme caution in this area beginning Monday," says Francie Harter, facilities engineer.

"For the next three months, three parts of the construction process will be going on simultaneously: changing the Building 26 dock to

East-West parking; excavation of Wall Street to move a sewer line, water main and to install a sprinkler

system; and construction of an addition to Building 27 to house the new paint system."



Pedestrians and motorists will have to change their travel habits for the next four months because of a construction project on Wall Street by STD.

18,000 employees choose S&SP Retirement Option Account

Here are some figures to add to the record \$269 million that went to GE savings and investment plan participants in January. These additional dollars represent values that GE people will receive in the future.

- Approximately \$30 million went into the Savings and Security Program's Retirement Option Account feature. (18,158 participants studied the S&SP Prospectus and decided to use the ROA in connection with the

new "payout.")

- More than \$3 million in fractional shares of GE Stock are being carried forward to next year's "pay-out" where they will go to make up full shares.

Under S&SP's Retirement Option feature you can have your securities placed in a special account and held until you leave the company, rather than have them delivered to you at the end of the holding period. If

you remain with GE until retirement, the value of securities in your Retirement Option Account can be delivered to you in one of several ways — in annuity payments, in installment payments, or in a lump sum. Using the Retirement Option feature, many employees are providing for extra income in retirement and are expecting some tax advantages as well.

Adding the \$30 million that went

into the Retirement Option and the \$3 million in fractional shares to the total \$269 million paid out to GE people in this year's savings plan distribution, the grand total involved reaches \$302 million.

Before investing in the Savings and Security Program, or changing S&SP investments, employees should review the program in their benefit booklets and the S&SP Prospectus.

Q & A

GE benefits

- Savings & Security
- Tax questions

*In recent weeks employees have asked the **GE News** questions about reporting Savings and Security distributions on their income tax forms. Those questions were used to launch this new feature on benefits, a question and answer column called Q&A. Doyt Schadt, manager of personnel accounting and banking provided this week's answers. In future weeks, employee and pensioner questions on benefits mailed to this column will appear along with responses from people responsible for administering these plans.*

Q: What income should I report on my current federal income tax return as a result of my recent Savings and Security Plan payout?

A: The combined S&SP Annual Statement and Tax Information Statement mailed to S&SP participants in Fort Wayne this week will help you answer this question. (A copy of such a statement appears below.)

[illegible]

GENERAL ELECTRIC SAVINGS & SECURITY PROGRAM			TAX INFORMATION ON CONTRIBUTIONS DELIVERED JANUARY 1, 1961	
			TAX VALUE	
7. STOCK SHARES	0	TAX COST PER SHARE	\$.000	
8. MUT. FUND UNITS	0,4901	TAX COST PER UNIT	\$.780	\$.007,080
9. STAFF FUND UNITS	.0000	TAX COST PER UNIT	\$.000	
10. U.S. TREASURY BONDS	Redemption value of Company Payment Bonds only			\$ 94.00
11. CASH				\$ 40.69
12. TAX DEF. DEF. DISTRIBUTION				\$ 802.30
13. DEF. UNITS UNRECOVERED INVESTMENT				\$ 827.76
14. TAXABLE INCOME FROM DISTRIBUTION (SEE 12 AND 13)				\$ 89.42
15. TOTAL UNRECOVERED INVESTMENT (SEE 12 AND 13)				\$.00

It's important for every participant to study the document and file it where they can find it when they need it.

First, report on the payout of 1980 — not the one received a few weeks ago. In the past, you would have had to find last year's S&SP Statement to get the taxable income figure. Now you don't have to do that. The taxable income from your 1980 payout is on the current Tax Information Statement along with the Taxable Income from your recent payout. The latter is for next year's tax return.

Q: Suppose I sell some of my S&SP securities. Do I check back on the monthly stock and mutual fund prices to find the price of the security at the time it was credited to my S&SP account? Should I use that figure to determine gain or loss for my income tax return?

A: No, in both cases. If you use the monthly stock price, for instance, you can run into problems with the Internal Revenue Service. The tax cost of each of the securities you receive under S&SP is given in the Tax Information Statement you received for the year in which you received the securities. The tax cost is calculated by using a special formula furnished by the government. So, use the figure on the Tax Information Statement. Don't use the monthly stock price or fund price.



Ed Van Gessel enjoys tax advantages of Retirement Option Account.

Tester tells why he uses ROA

Ed Van Gessel, who runs computerized motor tests at General Purpose Motor, Taylor Street, enrolled in the Retirement Option Account on the advice of his accountant last year.

"I've been saving in the Savings and Security Program since it began," he says. It was not until last year that he seriously considered ROA and asked his accountant in a small business venture for advice. "He advised me to take advantage of the option to save taxes," says Ed. "It has always amazed me that people will seek professional help in buying a house, but not to plan for retirement, which is an even bigger investment."

Ed says he had been paying taxes

on his S&SP distributions each year recently. By putting those distributions into his ROA, they are not subject to taxation and they earn compound interest over the years.

"I'm gambling that when the time comes for retirement I will be in a lower tax bracket than I am now. It looks to me like I have a tax advantage in using ROA," he adds.

Ed says that the combination of GE pension and Social Security income after retirement will be less than his current GE income. He reasons that income from his ROA distributions after retirement will therefore be taxed at a lower rate than his S&SP distributions would be now.

Winding

Continued from Page 1.

Bienz says the systems will make GPM more competitive in several ways. "These machines were designed to produce more efficient, better performing motors at higher levels of quality."

The winder part of the system makes interpole connections automatically, reducing the need for hand welding in subsequent operations. By reducing the end-turn heights and eliminating the hand pounding, grounds and shorts are greatly reduced, says Bienz. This results in a better quality motor. Also, a microprocessor checks for failures in the operation and can be repro-

grammed in minutes to correct them.

Training maintenance and tool-room personnel on the new system will involve a lot of Winter Street people and an investment of \$20,000. Plant Engineer Ross Holt and Foreman Jim McDowell have gone to school on the processor system, and all personnel will receive 12 hours of instruction.

Leading Operator Peggy Collins, who is now training a second shift operator, says of her new job, "I love it. I like solving problems and dealing with the new. This is a challenge because it is a machine that is going to be a big thing at Winter Street in years to come."

Q & A

Mail to: GE News
Bldg. 18-3

Here's your chance to find out how to get the most out of your GE benefits — Dental Assistance Plan, Savings and Security Plan, Retirement Option Account, Pension Plan, Long Term Disability Income Plan, vacations, insurance, you name it. Just send your question to the **GE News**, and we'll see that it gets to the right person. We'll print your questions and answers in the **GE News** as space permits.

(The following section contains faint horizontal lines, likely representing redacted information or bleed-through from another page.)

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

Seabold with 45 years leads latest list of retirees

Glenn D. Seabold retires with 45 years of service. He started as a messenger in Building 18. His final assignment was engineering technical data bureau specialist at GPM, Taylor Street. "After working 45 years, we are ready to spend full time enjoying life. We plan to travel, fish, and enjoy our kids."



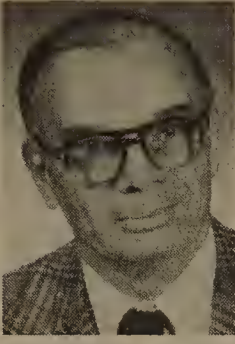
Francis C. Coon retires with 38 years of service. He started as a helper in the refrigerator department at Winter Street. His final assignment was oven operator at Winter Street. "I'm all ready to move to California where I plan to garden and fish."



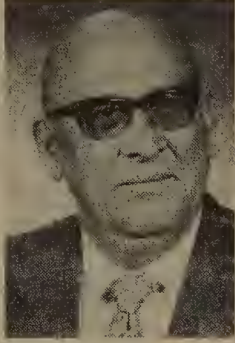
Alfred L. Hamilton retires with 40 years of service. He began as a helper at STD, Building 26-3. His final assignment was plumber in STD, Broadway. "It's been a good 40 years working for General Electric — for both me and my family. I plan to travel, fish and watch TV sports."



Myron M. Cole retires with 39 years of service. He started testing AC and DC apparatus in Building 19-1. His final assignment was as an engineer in STD, Broadway. "The years spent at GE were full of challenges and satisfaction. My wife and I are looking forward to the good things of retirement."



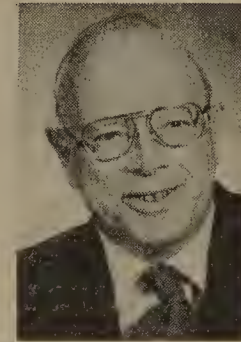
Arlin E. Grieser retires with 38 years of service. He started in weigh and spin at GPM, Building 4-2. His final assignment was in Area Services, East Broadway. "I want to express my appreciation to GE for a good pension, good job, good co-workers and friends — now for the good times, golfing, fishing, and traveling."



Joseph E. Kramer retires with 40 years of service. He started in miscellaneous burring casing in Hermetic Motor, Building 17-1. His final assignment was specialist in methods and equipment at GPM, Broadway. "I want to thank all of my friends for making my retirement day such a memorable event. I am going to play golf, bowl, and take days one at a time."



Wesley Dunkin retires with 15 years of service. He started as a toolroom trainee in the Laboratory Operation, AMD, Building 19-4. His final assignment was mold and die maker, MTO, Building 19-4. "I plan to raise a garden and fish, maybe travel a little."



Other employees who are retiring are:

Joseph Horvath retires with 38 years of service. His final assignment was painter, Area Services, Taylor Street.

Twylo F. Hutchison retires with 20 years of service. Her final assignment was insulator, Hermetic Motor, Building 17-4.

Geraldine T. Kranz retires with 41 years of service. Her final assignment was in miscellaneous assembly at GPM, Building 4-4.

Carol N. Telschow retires with 34 years of service. Her final assignment was inject winder in SMD, Taylor Street.

Myrtle M. Wilcoxson retires with eight years of service. She retires from an oven treating assignment in GPM, Building 4-3.

Beverly Doyle retires with 27 years of service. Her final assignment was in certification in SMD, Taylor Street.

In memory

William D. Caston, 3720 Meda Pass, died March 1. He was a material order clerk in Specialty Motor, Building 4-4, prior to retiring in 1965.

John E. Qualintance, 3002 Getz Road, died March 1. He was a dispatcher at Taylor Street, GPM, before his retirement in 1973.

Virgil Hartman, Whispering Pines, N.C., died Feb. 21. He retired from Taylor Street GPM in 1977 as manager of cost accounting and analysis.

Herbert G. Wise, 4757 Winter Street, died Feb. 18. He was a lead cutter at Section 14, Taylor Street, before retiring in 1963.

Menu

Monday, Mar. 9 — navy bean soup, braised beef with potatoes, sliced roast pork.

Tuesday, Mar. 10 — cream of mushroom soup, chicken and noodles, veal parmesan.

Wednesday, Mar. 11 — beef noodle soup, chili meatballs, sliced turkey breast. SPECIAL: Mexican fiesta.

Thursday, Mar. 12 — chicken rice soup, beef

stew, grilled ham steak.

Friday, Mar. 13 — Coney Island clam chowder, macaroni and cheese, polish sausage with kraut, batter dipped fish.

Available daily: assorted grilled sandwiches, whipped and french fried potatoes, hot vegetables, assorted pie and salads.

ADLETS

RIDE WANTED

OR RIDERS from CHURUBUSCO to Taylor Street, 1st shift. 693-9369.

OR RIDERS from KENDALLVILLE to Bdwy, 2nd shift. 1-347-2427.

FOR SALE

'80 KAWASAKI 440, aft. 3 p.m., \$1,400. 489-4281.

WHEELCOVERS, 4, and 1 whl rim for Ford Pinto, \$25. 747-5461.

AKC MINI SCHNAUZERS, 2, females, registered, \$125. 747-0774.

'74 YAMAHA 360 ENDURO, good cond., \$400. 1-357-3731.

26" BICYCLE, girl's, less than 2 miles, Penny's, \$50. 747-5563.

'73 CADILLAC COUPE de VILLE, ex. cond., \$1,595. 623-6361.

30" STOVE w-hood, avo., cont. clean, \$125. 1-357-4879.

HOUSE, near GE, by owner, \$8,000 under act. value. 456-8303.

AVALON POOL FAMILY MEMBERSHIP, high enjoyment, low annual fee. 747-2913.

'72 FORD LTD, 4 dr., PS, PB, AC, clean, \$850. 483-8817.

WEDDING GOWN, sz. 11-12, satin lace, long veil, nvr worn. 745-0364.

FOUR CHANNEL POCKET SCANNER, reas. 693-2040.

'75 GP 246 YAMAHA SNOWMOBILE, all gauges. 493-3055.

'72 BUICK LeSABRE, alr, 69,000 miles, \$650. 747-2717.

BUNK BEDS, wood, ex. cond., \$95; rocker-recliner, \$35. 485-4160.

SEWING MACHINE in cabinet, Signature, \$50 or offer. 747-7831.

'79 CHEV. SCOTTSDALE, 4 whl drive, loaded, ex. cond., blue. 485-7251.

'78 BLAZER 4x4, low miles. 484-9818.

OLD IRONS, non-steam, small, heatable. 456-1795.

275 GALLON FUEL OIL TANK. 489-5237.

BASSETT DINING ROOM SUITE, 9 pc., ex. cond., \$900. 747-3946.

LOTS, 2, in Covington Mem. Grdn., \$200 ea. 623-3184.

PICNIC TABLES, quality made, reas. 637-5485.

REFRIGERATOR w-frzr., frost-free; dryer; sofa, ex. cond. 489-5770.

'73 FORD F-100 w-camper top, 4 whl drive, lock-out hubs, \$1,600. 356-2272.

COSCO DELUXE STEP STOOL, 3 mos., \$15; slacks & tops, sz. 10, ex. cond., make offer. 424-3190.

HONDA 200 CM, showroom cond., new battery, windshield & roll bar, elec start, 3,000 mls, \$550. 432-8809.

GE PTBL DISHWASHER, aft. 4 p.m. 639-3133.

SHORE FRONT LAKE TRAILER w-dock on Big Long Lake. 484-3772.

'67 EL CAMINO, 283, 2 bbl, 4 spd., extra parts, \$500. 422-5023.

DOUBLE BUFFET & 42" round table, 2 lvs, 4 chairs, mahogany, Drexel. 456-5804.

'80 KAWASAKI 440 INTRUDER, cover, good shape. 493-3218.

'73 MOBILE HOME, 2 bdrm, 12'x65', many extras. 672-3574.

'69 PONT. CATALINA, good cond., \$900, aft. 5 p.m. 456-7904.

'79 BATAVUS REGENCY MOPED, mtrcycle style, extras. 693-6258.

LOVESEAT, Flexsteel gold chair, 2 wooden chairs, like new. 639-6580.

'77; 23' JAYCO CAMPER on private lake, \$3,000. 483-2238.

15' BASS BOAT, 40 HP Merc. & trlr, \$1,800. 483-4020.

7' POOL TABLE, balls, cues, \$25. 745-7721.

GIRL'S 20" BICYCLE, good learner's bike, \$10. 432-4009.

'73 PINTO WAGON, good mechanically, body rough, but driveable, \$200. 447-6740.

FORD COURIER long bed pickup bed liner, \$125. 489-3950.

'79 VENTURE CAMPER, pop-up, slps 8, stv, ice box, roll-out awnings. 493-2850.

'76, 340 POL SNOWMOBILE; '77, 440 pol snowmobile; new 2-place snowmobile trlr, \$2,500 or bst offer. 693-3640.

WANTED

UMBRELLA STROLLER; expansion door gate; clothing. 483-5367.

30" GAS RANGE; left-side refrig.; outdoor utility shed; pwr lawnmower. 747-3871.

LAWN FURNITURE, garden tools, whlbarrow, reas. 484-6063.

PROPANE GAS TANK, any size; '73-'74 Chev., 2 dr. 1-419-263-2285.

GARDEN TILLER, 5 HP - 8 HP w-bad or no engine. 432-1460.

USED GO-CART in running cond., reas., aft. 4 p.m. 432-2368.

90 HP INBOARD/OUTBOARD V-4 TWO CYCLE BOAT ENGINE manufactured by O.M.C., any cond, top dollar. 639-3878.

FOR RENT

LAKE JAMES AREA, cottage on Snow Lake, weekly rates, aft. 6 p.m. 456-4079.

SERVICE

HOME REPAIR, carpentry, painting, elec. license. 485-2819.

RADEX CEILINGS, hides nails & seams, glitter avail. 1-724-3901.

ALUMINUM SIDING, refinishing, free est. & ref., guarantee. 1-357-4684.

VINYL COATED ALUM. SIDING & installation, winter prices, free est. 493-3218.

ROOFING, licensed, insured. 432-5324.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

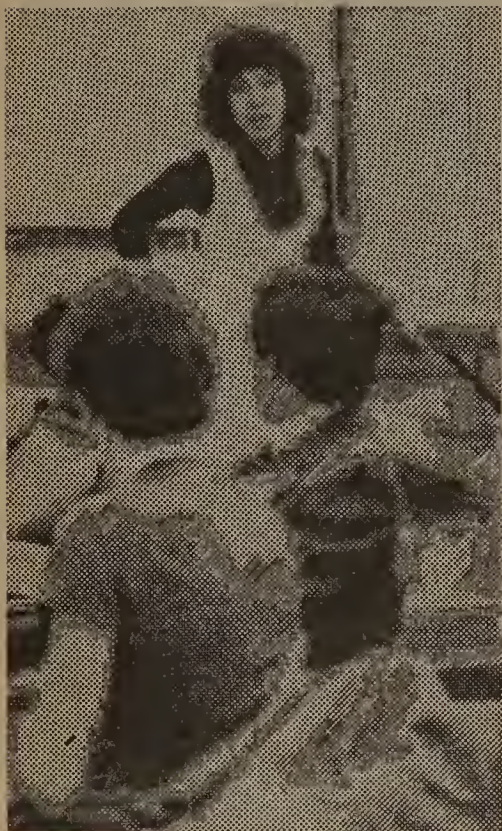
Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

Competitors, demand for quality put engineers to test



Penny Aaron, SMD, tells high school students at a pizza and pop meeting that she chose to work for GE after receiving her engineering degree from Purdue University because of the Technical Marketing Program. "It gives me exposure to different areas of engineering," she said.

Fort Wayne operations honored GE engineers during National Engineers Week, Feb. 22-28, with a mixture of praise and challenges for future performance.

GPM General Manager Bill Fenoglio said, "I see an exciting future in engineering for GPM, and I am very encouraged by our momentum."

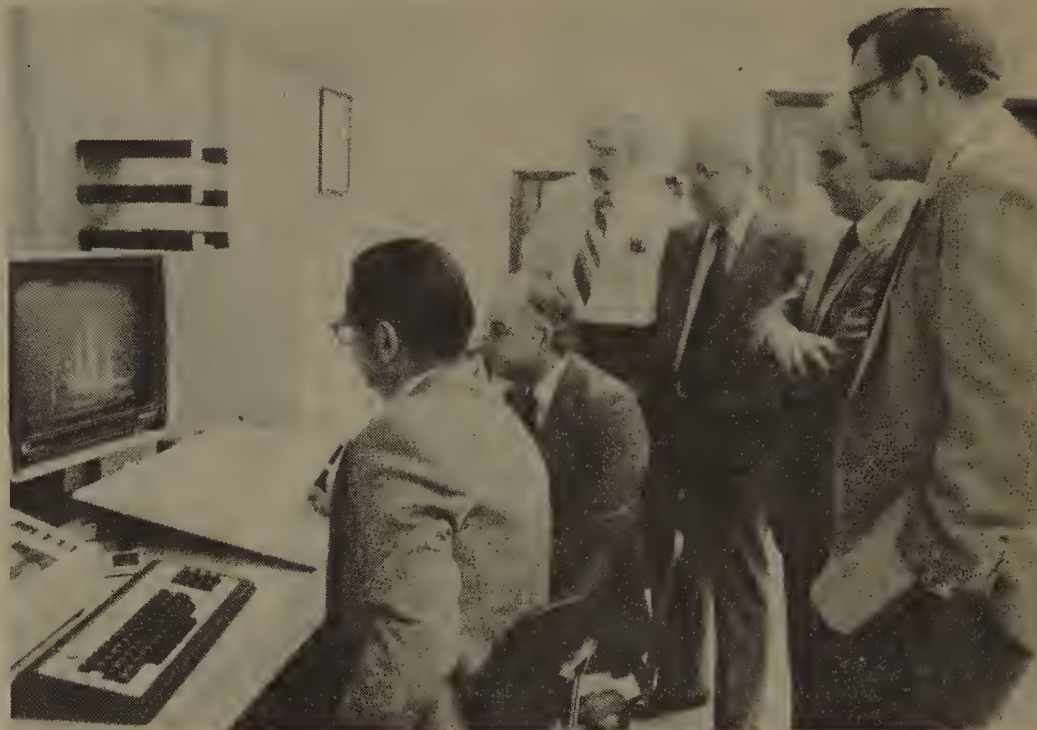
He said GPM engineers will have to stay on the forefront of new product developments and help lead the way into computerized systems if GPM motors are to remain competitive.

Marcel Joseph, SMD general manager, told engineers the challenge of the 1980s will be quality improvements. "The Japanese are here now in electric motors," he said. "Our customers demand the best quality products available. If we don't give it to them, the Japanese will."

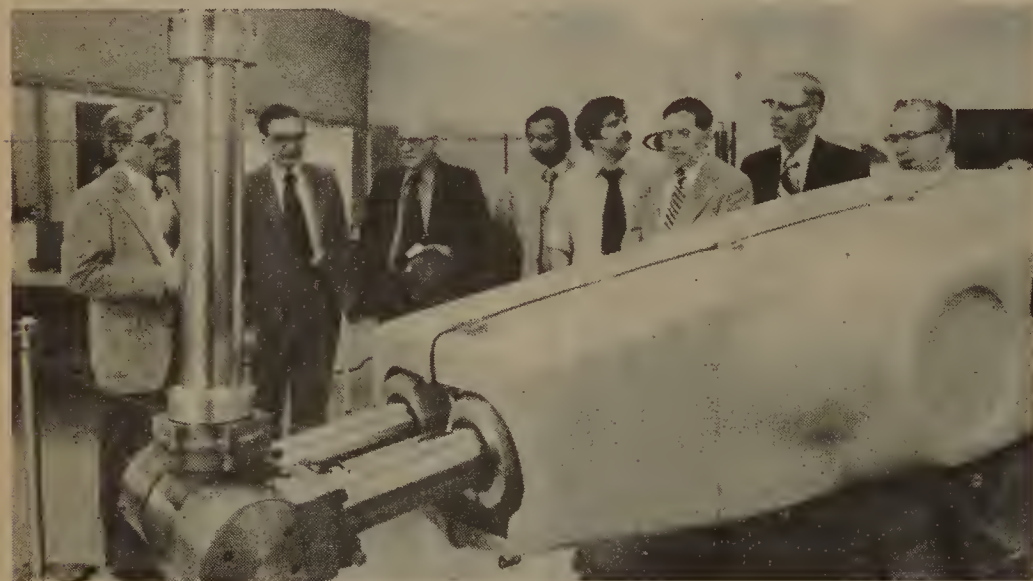
He said engineers can design quality improvements into motors and must work closely with manufacturing.

"We also need creative and innovative ideas in order to improve material productivity," said Joseph.

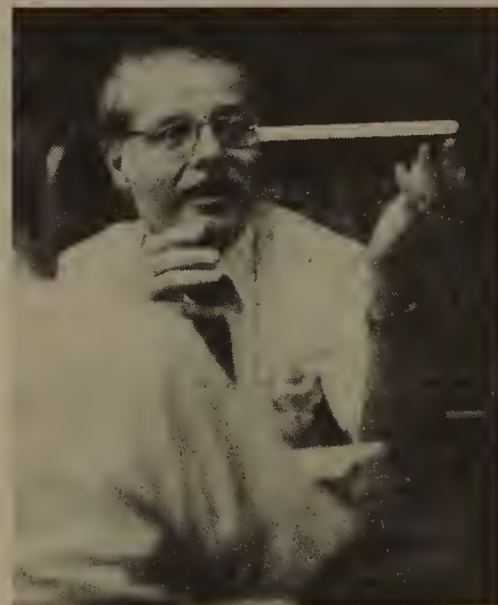
He added that our engineers are the keys to technological leadership in the motor industry.



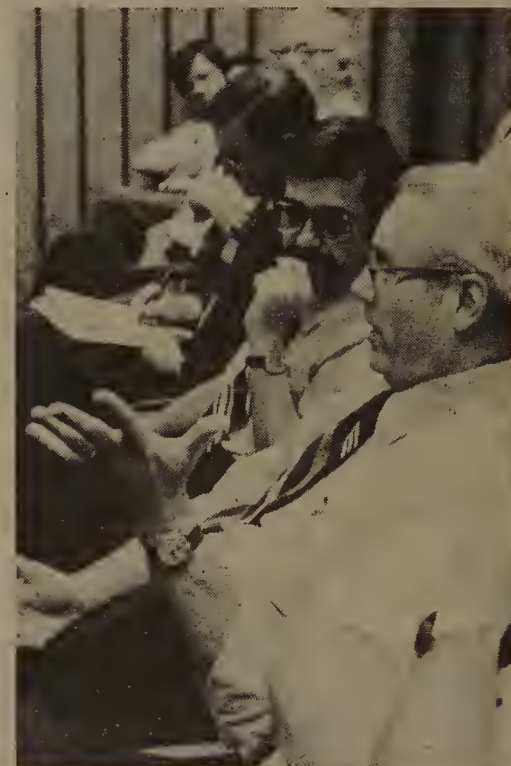
Phil Herrick, program manager for manufacturing problems analysis, demonstrates capabilities of the new Interactive Graphics system installed at AMO and STD to improve the productivity of designers. Observing are GPM engineers.



Don Mohrman (far left), shows the robotics lab to GPM engineers during a tour of Advanced Manufacturing Operation. Mohrman is manager of the Advanced Manufacturing Technical Operation.



Ron Nelson, engineering manager in AR&DL, poses a question on the exempt salary plan to Tom Callant, compensation manager. Callant answered questions for MTO engineers at a brown bag lunch featuring an audio visual presentation of the GE salary plan. GE salary levels are among the top in the nation, according to corporate surveys.



Pete Peters (right) of SMD advanced engineering asks a question about computer systems in engineering during a presentation on new systems and plans in the works at SMD.

Co-op student: They treat you like an engineer

"I'll design a motor, see the tests, and if it goes into production, I'll actually be able to see the motor I designed being built."

Jim Donnell, a sophomore at Purdue University, hasn't seen that happen yet, but he will, as a participant in the Cooperative Education Program at Specialty Motor Department.

Mike Robinson, a junior at Purdue, already has experienced that thrill and is glad he chose to come to GE. "They treat you like an engineer here," he says.

Jim Walley, coordinator of the five-year work-study program for SMD, believes that GE, and SMD in particular, will reap benefits from the program as well. "The co-op program gets us in contact with high caliber job candidates before they graduate, and if we later hire them it will require less training to bring them up to speed," he explains.

Mike, Jim and Maurice Strong, who is spending this semester on campus, will be the first to complete the program at SMD Fort Wayne if they continue.

"I definitely recommend the program," says Robinson. "It has given me a better idea what I want to do in engineering, and it has helped me in school. The theories make a lot more sense when you actually see them happening."

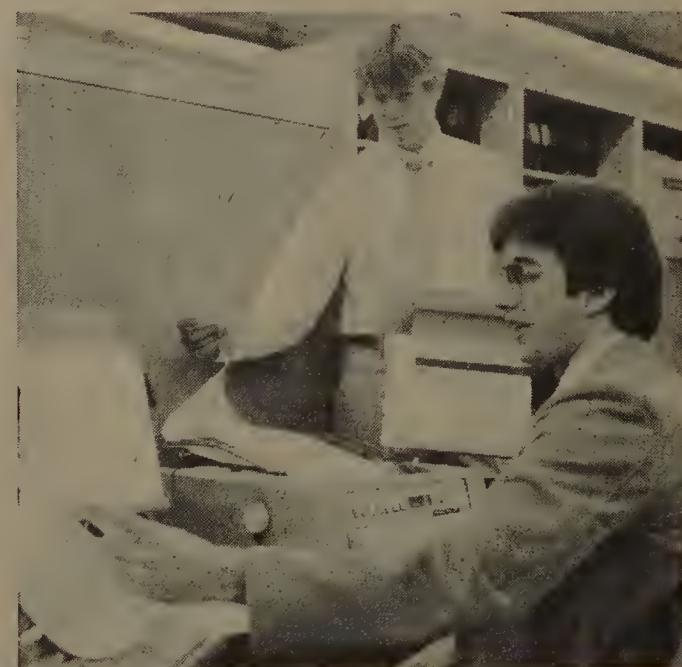
Candidates for the co-op program interview with recruiters from a large variety of manufacturers on campus. "It's just like a job interview," Robinson adds.

Both say they like the pay they receive and the broad, practical background they are gaining.

"They really encourage you to move around," adds Donnell.

"You get to work directly with engineers. I also think the program helps you make the change from a sheltered life on campus to the world of work. It is more gradual, not a sudden shock."

Although there are no future employment guarantees associated with the program, Walley notes that competition for engineering talent is high, and he believes the program will be a good investment for GE in the long run.



Jim Donnell (left) and **Mike Robinson** check computer printouts in the Specialty Motor engineering department. Both are students at Purdue University working at GE on the Cooperative Education (co-op) Program.

PERIODICALS
RECEIVED

MAR 18 1981

INDIANA COLLECTION

General Electric News

MARCH 13, 1981

FORT WAYNE, INDIANA

VOLUME 63 NO. 10

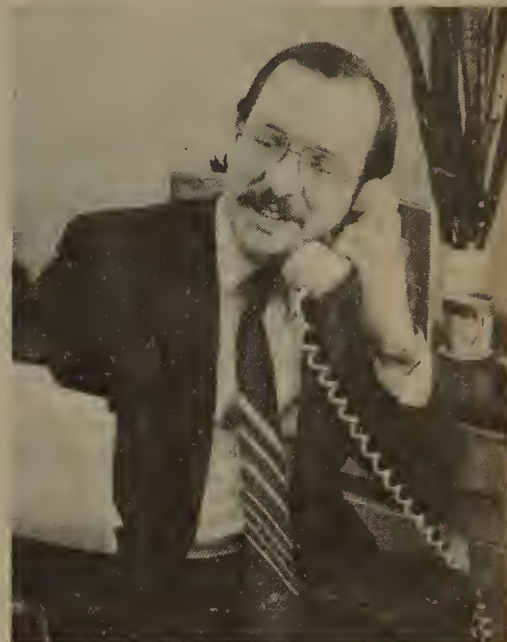
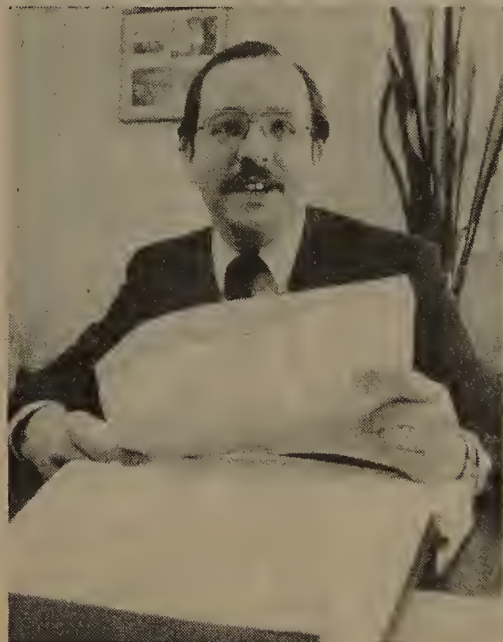
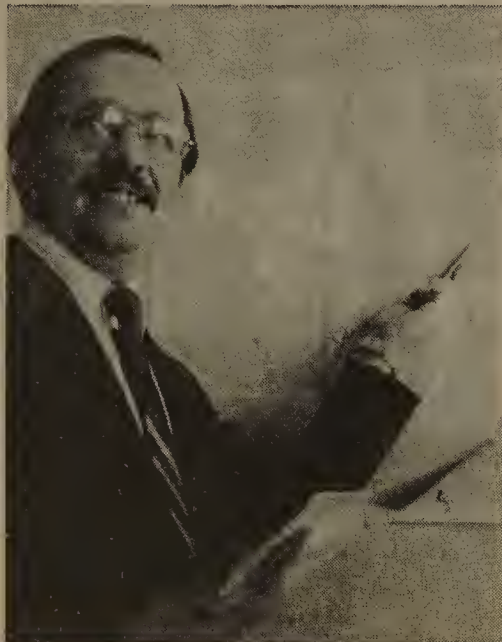
Qualite', qualität, quality is international

GPM customers' message same in any language

"Our European customers can live with the tariffs on GPM motors. They can usually handle the inconvenience of dealing in U.S. dollars. But if we can't deliver quality motors on schedule, they won't buy them."

That's the message Dick Schwartz, manager of international GPM sales, brought back from a whirlwind tour of seven European customers last month.

'What European customers are looking for are motors with zero defects.'



Dick Schwartz, manager of international sales for GPM, often can deal with field sales questions by telephone from his Taylor Street office. Recently, however, he visited seven

European customers in person to find out first hand how to boost GPM sales. Quality was the word that was emphasized wherever he went.

"Quality is the big thing, whether you are talking about motors for gas pumps or computer disc drives," Schwartz adds. "What European customers are looking for are motors with zero defects. I've discovered that you can't go anywhere in the world in the motor market without finding tough competitors. And sometimes their quality is so good it's scary."

Schwartz also said that because European customers have other

sources of motors within Europe, GPM must be sure to meet delivery schedules consistently to keep the business it earns with its quality motors.

"All it takes is a strike or a work slowdown or some other delay in shipping motors to demolish our credibility. A European plant could

be shut down with no other source of supply in such a case.

"Once you lose your reputation it is difficult, if not impossible, to win it back."

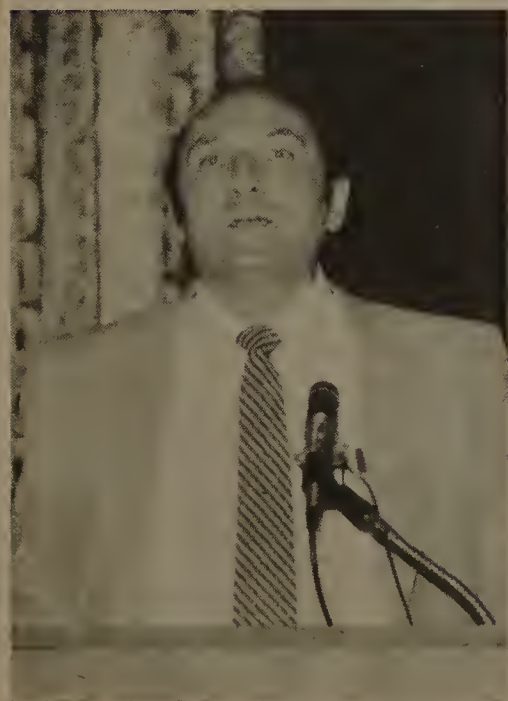
Schwartz says GPM Fort Wayne plants are crucial in keeping and growing business in Europe. He notes that a Swiss buyer of GPM

motors for use in gas pumps refuses to let one well-known GPM competitor in the U.S. even quote prices for sales of motors because of past problems. "But GPM has been a good supplier, and our production people are the reason we have kept this customer's business."

See QUALITY, Page 4.

Focus on factory efficiency in 1981

STD to invest \$3 million in Fort Wayne plant



Dan Lovinger, general manager of Specialty Transformer, recently told salaried employees he expects flat sales in 1981.

Specialty Transformer Department will invest over \$3 million in its Fort Wayne facilities this year as part of an all-out effort to improve factory efficiency, said Dan Lovinger, general manager.

At the same time, STD will continue to gradually separate itself from the electronic power supply business in line with the recent company reorganization, he told salaried employees and union leaders in recent informative meetings.

On Jan. 1 the power supply business was assigned to the Business Development Operation of the Industrial Electronics Business Group headquartered in Charlottesville, Va. At the same time, STD began reporting directly to James Curley, senior vice president for Contractor Equipment Business Group, headquartered in Hartford, Conn.

Flat sales year forecast

Lovinger said he does not expect

STD's physical volume to pick up until after 1981 because the market for dry-type transformers is expected to fall nearly 2 percent. This market is influenced by key sectors of the economy such as purchases of manufacturers' durable goods and non-residential construction.

"The key challenge for us in 1981 is to improve our factory efficiency by focusing on production throughput, with improved machine uptime and lower expense labor costs." The focus on uptime will include efforts to improve shop supervision techniques and provide responsive machine maintenance. Overtime will be reduced to help lower expense labor costs.

Efficiency will be further improved by leveling the production schedule to the greatest extent possible. That will mean gradually building up inventories of finished goods the first part of the year and depleting those inventories during

the summer shutdown period. Fluctuations in customer orders may still require short range production adjustments, Lovinger noted.

He added that the order entry computer system now on line ultimately will be tied into the new Materials Requirements Planning computer system being developed this year. The purpose will be to ensure that production areas get the right parts at the right time to meet customer orders.

Major investments planned

He said STD equipment investments in 1981 will include a new \$1 million paint system, another numerically controlled press and added coil winding equipment.

Lovinger added that STD must continue to battle inflation in 1981 by using new materials to cut costs while maintaining high product quality. He said new products will

See TRANSFORMER, Page 4.



Officers of the GE Credit Union are, from left: Vice President Jack Schemehorn, Secretary George Crickmore, President Roy Berdelman and Assistant General Manager Marvin Waters. Harry Waggoner was elected treasurer.

Credit Union elects officers

New officers of the GE Credit Union will have a larger membership to serve this year than last, according to the report made at the annual meeting Feb. 28.

Assets reached over \$42 million in 1980. Loans declined 11 per cent to \$2,750,028. Savings, including share certificates, increased 17 per cent to \$5,726,991 over the previous year. Membership rose by 544 members or 3 per cent.

Elected to three-year terms on the board of directors were Sol Andorfer, Roy Berdelman and George Crickmore. Elected to a one-year term was Norm Getts.

Members elected Robert McCreary and John Young to two-year terms on the credit committee. Peggy Damiano served as chairperson of the supervisory committee, and McCreary as chairperson of the credit committee.

GE phone number to change May 10

When the May 1981 edition of General Telephone's Fort Wayne

Telephone Directory is distributed, Fort Wayne GE will be assigned a new main telephone number, announces George Lambroff, manager of telephone facilities here.

The reason is that General Telephone is transferring all numbers with the 743 prefix to its new electronic switching office.

GE's number will change to 426-7431 on May 10.

In the meantime, people should take the new number into consideration when ordering stationery and other supplies with the telephone number on it, says Lambroff.

Employees, pensioners invited to square dance

Elex Club invites GE employees, pensioners and their guests to a round and square dance, Saturday, March 28, at Shiloh West Hall, 3127 Carroll Road (off Ind. 3 about six miles north of U.S. 30).

The Starlighters Band and caller Elaine Felger will perform from 9 p.m. to 1 a.m.

Tickets are available from Elex representatives in all locations or the Elex Office, Building 18-3 (Ext. 3555). No tickets sold at the door.

GE addresses to change

New postal regulations and modern methods of forwarding mail from the U.S. Post Office will require the use of Post Office Box numbers and new ZIP codes on incoming and outgoing mail at GE locations in Fort Wayne.

George Lambroff, manager of telephone facilities and mail service, says, "October 1981 is the cutoff date for using GE's complete mailing address (including P.O. Box) on all mail." Internal GE mail using the GE mail service is not affected, nor are shipping addresses.

Lambroff suggests that all employees begin now to notify business correspondents of their full mailing address, including the P.O. Box number and correct ZIP code. ZIP codes will change to 46801 because that is the ZIP code for the U.S. Post Office, where the GE postal boxes are located.

The correct mailing address for the five mailing locations at Fort Wayne GE are as follows:

GENERAL ELECTRIC COMPANY
1635 BROADWAY
P O BOX 2204
FORT WAYNE IN 46801

GENERAL ELECTRIC COMPANY
1701 COLLEGE ST
P O BOX 1701
FORT WAYNE IN 46801

GENERAL ELECTRIC COMPANY
1101 WALL ST
P O BOX 2230
FORT WAYNE IN 46801

GENERAL ELECTRIC COMPANY
2000 TAYLOR ST
P O BOX 2205
FORT WAYNE IN 46801

GENERAL ELECTRIC COMPANY
1605 WINTER ST
P O BOX 2205
FORT WAYNE IN 46801

Lambroff said the reason shipping addresses remain the same is that mail is delivered to a P.O. Box, while materials are shipped directly to plant locations.

On all outgoing correspondence, the Post Office recommends: capitalizing everything in the address; eliminating all punctuation, using common address and state postal abbreviations.

"All these steps will assist the Post Office in providing better and more efficient mail service," says Lambroff.

Employees elect ECSF administrators

Employees recently elected nine new administrators to the Employees Community Services Fund (ECSF) Board.

The board administers the funds raised in the annual GE drive to support United Way agencies in Allen County.

Administrators also visit United Way agencies throughout the year.

The new administrators and the

units they represent are as follows: Allie King, Hermetic Motor hourly; Tom Schmidt, Broadway GPM hourly; Jack Gerber, Section 14 hourly; Tom Perl, Winter Street hourly; Marge Frain, Section 15 hourly; Pete Eberhardt, Specialty Transformer, salaried; Jerry Smith, Specialty Transformer, hourly; Sally Hoefelmeyer, Manufacturing Technology Operation, salaried; Walt Mattes, MTO hourly.

Phillippe Award winners aid inner cities, disadvantaged

Four General Electric employees in the United States and one offshore have been selected as winners of the 1981 Gerald L. Phillippe Awards for Distinguished Public Service for their volunteer work to improve inner city conditions and aid the disadvantaged.

The awards from the General Electric Foundation will go to:

- John W. Blanton, general manager of Commercial Advanced Engines and Technical Programs in Cincinnati, Ohio, for his leadership in revitalizing Cincinnati's urban transit system;
- Joan C. Carter, software engineering program manager for Corporate Production and Operating Services in Bridgeport, Conn., for her efforts to motivate and counsel underprivileged children to pursue careers in industry;
- Richard L. Hansler, research advisor in physics and optics for the Lighting Business Group in Cleveland, Ohio, for leading a program to rehabilitate housing for low-income families;
- BeBee Holdren, a machine operator for the U.S. Mobile Radio Department in Lynchburg, Va., for his leadership in a project to revive an inner city neighborhood;
- Dr. Ludmila C. Kitzig, a labor physician for the Consumer Products Operation of General Electric do Brasil in Santo Andre, Brazil, for efforts to bring free medical care to disadvantaged people.

The winners will receive the Phillippe medallion and will have the opportunity to designate a charity for a \$1,000 grant from the General Electric Foundation. They were among 71 nominees submitted by operating components to the Phillippe Awards Committee.

Nominees from Fort Wayne were Jack Gerber, GPM, Taylor Street; Lloyd Stubbins, SMD accounting; and Harold Fields, an MTO engineer.

General Electric News

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GENERAL  ELECTRIC

ALLEY CHAT By Connie Houser

Husband, wife team wins No-Tap Tourney

John and Helen Hunnicutt set an all-time high series in the No-Tap Tourney with a 1628 series. Helen's 610 and John's 796 series (plus handicap) gave them the \$125 first prize plus trophies. In total 196 teams entered; over 30 teams placed in the money. Top bowlers were:

Men High Game — Doug Haller, 300; Bob Bellis, 300 and Jim Weiks, Jr., 300; Men High Series — Doug Haller, 823; Women High Game — Jenny Woll, 278; Women High Series — Connie Houser, 705.

Also Mae Dial of the Senior Citizen's League swept a new season high with a 618 series (201-190-227).

LEAGUE WRAP-UP

Monday Morning Ladies

3/8/81	
Elsie Oliver (188)	522
2/27/81	
Jayne Hartman (182)	508
Elsie Oliver	181
GE Office League	
3/8/81	
Don Hitzeman (232)	603
Tom Schible (212)	801
Don Zern	231
Dick Wells	221
John Hunnicutt	215
Jim Rieger	210
Buck Somers	210
2/27/81	
Don Hitzeman (210-222)	628
Jim Plemens	234
Bob Rietdorf	225
Ed Koontz	221
Don Caudill	218
Walt Rieger	218
Warren Wickliffe	215
Les Palmer	215
Dave Knepple	214
Homer Jeffrey	213-211
Skeets Lahman	213
Jim Rieger	212
Tom Schible	211
John Hunnicutt	211
New season high: 24 200-or-better	

Monday Nite Ladies

Vi Francies (181)	528
Terri Kuntz (185)	508
Vicki Ungerer	214
Janet Baker	187
Paula Gerding	183
Martha Anderson	182
2/27/81	
Mary Weiks (209)	522
Shelley Weiks (180)	513
Betty Nielsen	503
Linda Thieme	181
Tuesday Afternoon Ladies	
3/6/81	
Louise Young (214)	528
Delores Fox (182)	521
Jan Kissinger	180
2/27/81	
Janie Fischer (193-183)	517
Jan Kissinger (181)	500
Hermetic League	
Bob Keister (212)	610
Joe Russell	224
Emmitt Smith	217-211
Ralph Thomas	212
Don Gilbert	212
Lynn Covey	210
2/27/81	
Fred Hunter (234-213)	829
"Casey" Keister	224
Ralph Thomas	213

Senior Citizen's League

Thura & Fri	
3/6/81	
MAE DIAL	
(201-190-227)	618
Clara Lauer	195
Esther Muzzillo	187
Gladys Wright	181
Lucille Sasser	180
Bill York (224) Thursday	603
Scudder Chaney	220
Bill York Friday	
Kenneth Sorg	212
Zeno Fox	211
Ralph Thomas	211
Leon E. May	210
Oral Emrick	210
2/27/81	
Gertrude Snyder	511
Corine Wntridge	230
Birdell Jones	228
Scudder Chaney	219
Wayne Foltz	215
Leon E. May	212
Duane Saalfrank (246)	608
Jack Lichtsinn	225
Steve Scherer	214
Don Greenler	211
Gus Kames	210
Roy Brokaw	210

Apparatus League

Bonnie Clawson	216
Gus Kames	214
Cody Falk	210

Emmsua Married Couples

3/8/81	
Pauline Imbody	201
Arthur Howard	217
2/27/81	
Dick Sebold	229
Art Howard	222
Wayne Imbody	221

TTY League

Lynnette Farly	203
Steven Evans	218
Gene Winans	218

Ladies Friday Nite League

3/6/81	
Jean Cook (192-180)	500
Martha Hire (188)	500
Donna Treesh	191
Gertie Jones	189
Thekla Papen	183
Pattie Greer	181
2/27/81	
Martha Hire	198

Friday Nite Taylor St.

3/6/81	
Art Smethers	215
Elmer Asbell	210
2/27/81	
Steve McBride	210

Jack & Jill League

Jean Reinking (187)	520
Dorthea Ramsey (213)	517
Elaine Hofacker	197
Frances Kalko	181
Bob Potts	223
Frank Kalko	214
Larry McInturf	211
Dave Heath	211

Maws & Paws League

What happen to the Maws?	
Warren Wickliffe	223
Jim Blake, Sr.	216
Jim Simpson	213
Arnie Conrad	210
Sunday Nite Mixers	
Dale Baeske	223
Don Shirk	218
Don McMaken	212

Pete & Tillie League

Robin Rieger (191-180)	501
Bob Shea	212
Bob Boyce	211

Adam & Eve League 2/27/81

Maureen Rogers	
(222-183)	553
Elaine Hofacker	191
Joe Kramer (254)	630
Kenny Rogers	223
Walt Ryslaw	213

Converted Split 2/27/81

Lois Coleman 4-2-9-10	
Cindy Amstutz 3-10 & 5-10	
Karl Hofacker 2-7	
Carol Pattee 5-7	
Sandy Ryslaw 3-10	

Sunday Sandbaggers 2/27/81

Dick Loucks (225-240)	820
-----------------------	-----

Wednesday Owl League

3/6/81	
Ed Miller (214-233)	648
Rick Slatton (235)	612
Jay Miller (224)	601
Terry Doman	219

Small Motor League

3/8/81	
"Buck" Somers	
(232-214)	637
Mel Guillaume	222
Dave Knepple	219
Ed Fischer	215
2/27/81	
Barry Conter (210)	604
Ed Fischer	232
Steve Thomas	232
John Thurber	220
"Buck" Somers	214
Dean Crum	210

40 years of service . . .



Frank Woehner, Winter Street GPM, has served with GE for 40 years.



John F. Bierbaum, GPM Broadway, has celebrated 40 years of service with GE.

In memory

Harrison Van Diver, Grand Island, Fla., died March 5. He was a supervisor in second shift assembly in Building 19-3 prior to retiring in 1971.

Adeline A. Muzzillo, 3714 Smith St., died March 5. She was a coil injector in Building 4-4, SMD, before she retired in 1970.

Olga L. Hart, Monroeville, died March 4. She was winding connection finisher in Building 4-5, SMD, prior to retiring in 1949.

Raymond H. Redenbeck, 2308 Cortland Ave., died March 3. He was a punch press operator at GPM, Taylor Street, before retiring in 1964.

George R. Breedlove, 2817 Winter Street, died Feb. 28. He was a mobile crane operator at Section 28, Taylor Street, prior to retiring in 1960.

Edith Hager, 5706 S. Calhoun St., died Feb. 22. She was a stator winder in Building 17-2 prior to retiring in 1956.

Menu

Monday, Mar. 16 — vegetable soup, spaghetti with meat sauce, batter dipped chicken.

Tuesday, Mar. 17 — chicken noodle soup, ham and great northern beans, veal cutlet.

Wednesday, Mar. 18 — split pea soup, Canadian meat pie with potatoes, hamburger steak. **SPECIAL:** Mexican fiesta.

Thursday, Mar. 19 — potato chowder soup,

beef stroganoff with noodles, breaded pork steak.

Friday, Mar. 20 — beef calcutta soup, macaroni and cheese, Italian beef steak, batter dipped fish.

Available daily: assorted grilled sandwiches, whipped and french fried potatoes, hot vegetables, assorted pie and salads.

ADLETS

RIDE WANTED

GARRETT TO BROADWAY or Fairfield, 1st shift. 1-357-5026.

OR RIDERS, Kendallville to Bdwy., 2nd shift. 1-347-2427.

FOR SALE

CAMPER TIRE, new, 800-16.5, 8 ply; Yogi Bear drive-thru camping lot, Piercetown, IN. 627-2764.

'78 KAWASAKI 400, 2,900 miles, \$875. 493-4869.

CEMETERY LOTS, Covington Memorial Gdns., 2, reas. 456-5783.

'67 EL CAMINO, 283, 2 bbl, 4 spd trans., extra parts, \$500. 422-5023.

10 SPEED BIKES, 2, 26", boys'. 747-5236.

'79 KAWASAKI KE-125, ex. cond., bst offer over \$500. 483-3431.

REFRIGERATOR w-frzr, frost-free; dryer, ex. cond. 489-5770.

EWES, lambs, & baby goats. 1-824-2899.

LOT & metal shed at Indian Springs Campground. 489-6764.

OAK BOARDS, 3, 8'x", new. 745-1630.

TANDEM BICYCLE; boy's 20" Schwinn; girl's 20" Schwinn. 747-5510.

SHRUB TRIMMER, cordless recharger Incl., \$15. 432-1238.

MARTIN BIRDHOUSE, 12 rooms, new, \$20. 422-4898.

'74 CAPRI, 4 cyl, 4 spd, good cond., 68,000 miles. 747-5992.

DANISH SOFA, \$65. 483-4889.

MAPLE SYRUP, \$4/quart. 639-3768.

ELECTRIC FIREPLACE w-heater, 115V, imitation limestone, \$150. 747-7007.

MONSTER MUDDER TIRES for trucks, 5, 15-38-15, \$75, aft. 4:30 p.m. 422-4819.

'71 CHEV. IMPALA, 4 dr., auto, air, pwr. 432-5838.

25 HP OUTBOARD MOTOR, elec. start, controls, tank, bst offer. 1-925-2097.

LOWERY ORGAN, Mdl D-325, 6 mos. old, like new, \$5,495. 485-6824.

MARLIN 22 BOLT ACTION CLIP FEED w-sling & case, \$35. 749-0298.

DUPLEX, 2620 Winter St., large garage, contract, \$12,000. 483-5367.

FOLD-DOWN CAMPER, slps 8, ice box, stove, mst sell, 639-3300.

DEACON BENCH, like new, \$25. 432-1632.

7.1 CUBIC FEET REFRIGERATOR. 745-0897.

ENGLISH SHEEP PUPPIES, mixed, 2 males, 1 female, \$20. 432-4611.

SUZUKI MOTORCYCLE 185, \$200. 639-6485.

STOVE, auto self-cleaning oven. 1-396-2469.

'73 PONTIAC CATALINA, reg. gas, air, very dependable, \$695. 485-2111.

'76 GRANADA SPORT COUPE, 19,000 miles, \$2,600 firm. 446-6313.

'75 KAWASAKI 350, street and dirt bike. 1-897-2839.

HOSPITAL TYPE AIR MATTRESS w-electric pump. 484-1920.

STEREO EQUIPMENT, receiver, turntable, speakers, aft. 5 p.m. 1-547-4137.

'80 KAWASAKI 440 LTD, sissy bar, 3 helmets, cover, extra clean. 486-3890.

SOFA, bwn, 84", very good cond. 248-2401.

SOFA BED, full sz, var. bwn stripes, good cond., aft. 4 p.m. 749-9702.

24" GIRL'S BICYCLE. 745-3759.

REFRIGERATOR, good cond. for apt. use, under \$100. 747-0241.

HAND PAINTED MILK CANS, orange, black, \$25 ea. 446-8123.

STEREO CONSOLE, 3 yrs. old. 1-786-3253.

'68 CHEV. IMPALA, auto, runs great, gd trans., re-built engine, \$250. 483-2098.

'72 VW FASTBACK, Type III, \$800. 1-357-4684.

WANTED

LARGE DOGHOUSE, insulated; 13" tires. 627-5997.

CHAIN SAW, 10" or 12", for parts. 485-9396.

SHOP MANUAL FOR '77 250B Suzuki motor-cycle or others. 485-4136.

OLD IRONS, non-steam, small, heatable. 456-1795.

BESELER 23CII ENLARGER, pref. with color head. 432-5838.

FOR RENT

APARTMENT, close to GE, 3 rms & bath, carpeted, off College, util. pd. 424-4218.

SLEEPING ROOMS, 426 W. Baker, \$25/wk. 484-6076.

SERVICE

HOME REPAIR, carpentry, painting, elec. li-cense. 485-2819.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

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|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

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Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

S&SP statement answers questions about future savings distributions

The combined Savings and Security Plan (S&SP) Annual Statement and Tax Information Statement was distributed to S&SP participants last week. Doyt Schaadt, manager of personnel accounting and banking, says it will answer important questions about future S&SP payouts in addition to employee tax questions printed in last week's GE News.

Q: How can I find out what I can expect to receive in future S&SP holding periods?

A: Check the Annual Statement part of your document. It'll show just what kind of securities and how many of each are waiting to be paid out to you as holding periods end over the next three years. You can obtain an idea of their current worth by checking the current market price in local newspapers.

Q: How many securities can I expect from the company's 50 percent matching payment?

A: The statement will give you specific figures on the securities credited to your account from company payments in each of the three holding periods now in progress.

Q: How is my S&SP participation helping me build funds to improve my income when I retire?

A: Check the Retirement Option Account column on your Annual Statement. It'll tell you whether you're missing out on an opportunity to build retirement income and perhaps defer taxes on your S&SP investments. If you are building a Retirement Option Account, the column will show you how securities are piling up for use when you retire or to draw on in specified emergencies.

All these questions and more can be answered by using your new Savings and Security Program Annual and Tax Information Statement, says Schaadt. "File it carefully. You'll probably need it."

If you have a question about GE benefits, why not share it with fellow employees so they, too, can profit from the answers? Just fill in the coupon below and mail it to the GE News.

Q&A

Mail to: GE News
Bldg. 18-3

Here's your chance to find out how to get the most out of your GE benefits — Dental Assistance Plan, Savings and Security Plan, Retirement Option Account, Pension Plan, Long Term Disability Income Plan, vacations, insurance, you name it. Just send your question to the **GE News**, and we'll see that it gets to the right person. We'll print your questions and answers in the **GE News** as space permits.

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)



SPECIALS

- 7-4880E Programmable clock radio \$65.99
- 7-4665E Electronic digital clock radio \$29.99 less \$3 mail-in rebate. Net cost \$26.99.
- 7-2841E AM-FM weather radio \$19.99.

AT YOUR EMPLOYEE STORE
1030 Swinney
Open 10-5:30 Monday thru Friday

NEW GE CIRCLITE



ONLY

\$11.99



Magician Dick Stoner (left) can't understand why Ed Sembroski, manager of purchasing for Specialty Transformer, keeps breaking Stoner's magic fan. At right is Jan Roberts, specialist in methods and work measurement. She and Sembroski were selected from the audience to help Stoner entertain STD salaried personnel after a business report meeting in February. Stoner, owner of a Fort Wayne magic store and magician who has performed in Las Vegas, used to work in Building 26-2. His show kicked off the 1981 cost reduction program.

Transformer

Continued from Page 1.

be developed to maintain STD's technology leadership in transformers, voltage regulators and power centers.

1980 sales support investment

A surprising growth in the transformer market in 1980 along with successful expansion of business with several key customers enabled STD to increase its market share

and sales. That performance in turn supported the \$3.2 million invested by the company last year in new equipment in Fort Wayne, Lovinger said. "But forecasts for a decline in our transformer market in 1981 mean that we will have to sell harder with better products, quality and service in 1981 just to hold onto our physical volume," Lovinger said. "We have to make it happen."

Retirees depart with many years of service

Lee R. Shanabarger retires with 38 years of service. His final assignment was as an enameler in the MTO Wire Mill, Taylor Street.

Paul Rugman retires with 37 years of service. His final assign-

ment was as an enameler in the MTO Wire Mill, Taylor Street.

Clair Reed retires with 13 years of service. His final assignment was coil presser in Section 14, GPM, Taylor Street.

Quality

Continued from Page 1.

However, recent GPM slip-ups have endangered business with other European customers.

Schwartz says that Broadway sent one shipment of AC motors with the wrong end shields to a business equipment manufacturer in Scotland. "We had to send the right end shields overseas and contracted a Scottish service shop to reassemble the motors."

He says the mistake cost GPM financially, but even more important, the incident damaged GPM's quality reputation. "They were perfectly good end shields that we sent the first time, but they were the wrong ones! That is part of quality, too."

In another case, DC motors sent to an industrial manufacturer in Austria were found by the customer to have brushes that were loose. Those motors had to be sent to a service shop. Again, it cost money and GPM lost face in the eyes of the customer. "They called it poor workmanship," says Schwartz.

GPM faces strong competition from European companies protected by Common Market agreements on tariffs. Some of those competitors are: General Electric Company, Ltd. of England (Although not associated with GE U.S.A., this company has similar AC and DC motor lines); Siemens, a German motor manufacturer with AC and DC lines; AEG, a German AC motor competitor; and Robbins & Myers, GPM Broadway's largest domestic competitor in AC motors, with a plant in Spain.

'The Japanese are showing up everywhere.'

Schwartz says that Romania and Poland also are becoming strong competitors for European markets, and "the Japanese are showing up everywhere."

"During my trip, I found that customers are willing to pay a premium price for high quality motors delivered on time. Quality is what I heard everywhere I went."

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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Shake hands and get a GE factory rebate... plus an employee discount

Get Cash Rebates direct from General Electric
when you buy selected appliances at retail from March 1 through April 30, 1981.

The Microwave that practically cooks by itself—the GE
Countertop Microwave Oven.

With this GE Microwave Oven just a touch sets the
correct cooking time and temperature, thanks to
the new Automatic Cooking
Control with humidity
sensor. (JET130)

\$75 Employee
Discount*
\$30 Factory
Rebate

Plus

YOU SAVE \$105

The refrigerator that makes even hard-to-keep foods
easy to keep—the Foodsaver by GE.

This 19.4 cu. ft. Foodsaver keeps fresh food fresh
with its special compartments for fruit, vegetable
and meat and cheese. Temperature and humidity
are kept just right so your food is kept just so.
(TBF19Z)

\$80 Employee
Discount*

\$30 Factory
Rebate

Plus

YOU SAVE \$110

The range that
has many ways to
cook many foods—the GE
Grill/Griddle Range.

With its plug-in grill and griddle
module, this range can even
barbecue indoors. And it has a
full-size, self-cleaning oven.
(JSP47G)

\$85 Employee
Discount*
\$50 Factory
Rebate

Plus

YOU SAVE \$135

The GE Dryer that turns drying
into a science.

This GE dryer has electronic sensor
control so it shuts off when your
clothes are ready and four drying
selections so it's ready for just
about any type of clothing.
(DDE9200)

\$40 Employee
Discount*
\$20 Factory
Rebate

Plus

YOU SAVE \$60

Get two washers in one with
this GE Washer.

With its exclusive Mini-
Basket™ tub, this GE Washer
lets you wash both small loads
or large, depending on your
needs. (WWA8470)

\$55 Employee
Discount*
\$40 Factory
Rebate

Plus

YOU SAVE \$95

The dishwasher so thorough we
call it the Potscrubber.

This Potscrubber® Dishwasher
gets most pots and pans with
baked-on food sparkling clean.
And the PermaTuf® tub and
door liner are so tough they
have a full ten-year written
warranty. (GSD1200) (Ask your
GE dealer for details.)

\$65 Employee
Discount*
\$30 Factory
Rebate

Plus

YOU SAVE \$95

*Subject to the provisions of the Employee Product Purchase Plan.
NOTE: Not all models may be available at all dealers.

MORE FACTORY REBATES

Direct from General Electric
when you buy selected GE
appliances at retail from
March 1 through
April 30, 1981.



TBF21Z

The refrigerator that
makes even hard-to-keep
foods easy to keep—the
Foodsaver by GE.

This 20.8 cu. ft. Foodsaver keeps
fresh food fresh with its special
compartments for fruit, vege-
table and meat and cheese.
Temperature and humidity are
kept just right so your food is
kept just so.

\$80 Employee
Discount*

Plus **\$30** Factory
Rebate

**YOU
SAVE \$110**



DDE8200

The GE Dryer that turns
drying into a science.

This GE dryer has an automatic
sensor control so it shuts off
when your clothes are ready
and four drying selections so
it's ready for just about any
type of clothing.

\$40 Employee
Discount*

Plus **\$20** Factory
Rebate

**YOU
SAVE \$60**



WWA8450

Get two washers in one
with this GE Washer.

With its exclusive Mini-Basket™
tub, this GE washer lets you wash
both small loads or large,
depending on your needs.

\$55 Employee
Discount*

Plus **\$40** Factory
Rebate

**YOU
SAVE \$95**

DDG8280

Large Capacity Gas
Clothes Dryer

Has same features as Electric
Model DDE8200, PLUS energy-
saving Glo-Bar Ignition System.

\$45 Employee
Discount*

Plus **\$20** Factory
Rebate

**YOU
SAVE \$65**

DDG9280

Large Capacity
Electronic Control
Gas Clothes Dryer

Has same features as Electric
Model DDE9200, PLUS energy-
saving Glo-Bar Ignition System.

\$45 Employee
Discount*

Plus **\$20** Factory
Rebate

**YOU
SAVE \$65**

WWA8350

Large Capacity
Automatic Washer

A large capacity, two-speed
washer featuring the Mini-
Basket™ tub for small and
delicate loads. Offers four
cycles: Regular, Polyester Knit,
Permanent Press and Auto-
matic Soak.

\$50 Employee
Discount*

Plus **\$20** Factory
Rebate

**YOU
SAVE \$70**

WWA7070

Standard Capacity
Automatic Washer

Features standard size tub for
regular loads, plus removable
Mini-Basket™ tub for small or
delicate loads. Two cycles,
Regular and Permanent Press/
Poly Knit and three wash/rinse
temperatures.

\$45 Employee
Discount*

Plus **\$20** Factory
Rebate

**YOU
SAVE \$65**



JBV42G

TimeMaker™ Range

Gives you the same good cook-
ing... in less time! Single full-
size oven cooks conventionally,
cooks with microwaves, or both
ways at once.

\$90 Employee
Discount*

Plus **\$50** Factory
Rebate

**YOU
SAVE \$140**

JB600G

Self-Cleaning Oven Range

Electronic touch control timer gives
you accurate timing of baking and
self-cleaning functions with just a
touch of your finger. Solid-state
LED digital clock and black glass
oven door add a sleek, contem-
porary look.

\$65 Employee
Discount*

Plus **\$50** Factory
Rebate

**YOU
SAVE \$115**

WWA5800

Standard Capacity
Automatic Washer

Single-speed washer features
exclusive Mini-Basket™ tub for
small or delicate loads. Offers
two cycles, Regular and Per-
manent Press/Poly Knit. Cold
water rinses.

\$45 Employee
Discount*

Plus **\$20** Factory
Rebate

**YOU
SAVE \$65**

General Electric Company
Louisville, Kentucky 40225

*Subject to the provisions of the
Employee Product Purchase Plan.

We bring good things to life.

GENERAL  ELECTRIC

NOTE: Not all models may be
available at all dealers.



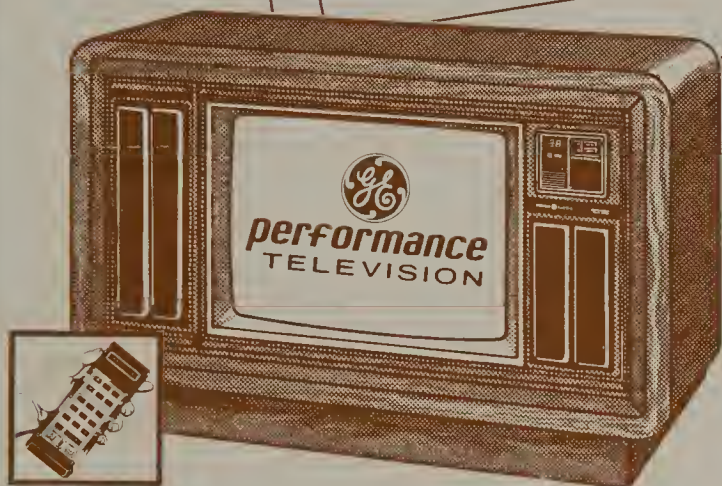
performance
TELEVISION

TV FACTORY REBATES

DIRECT FROM GENERAL ELECTRIC WHEN YOU BUY THESE 1981 REMOTE CONTROL TV MODELS AT RETAIL FROM MARCH 1 THROUGH APRIL 30, 1981.

■ **\$25.00** ON 19" DIAGONAL REMOTE CONTROL TV'S

■ **\$50.00** ON 25" DIAGONAL REMOTE CONTROL TV'S

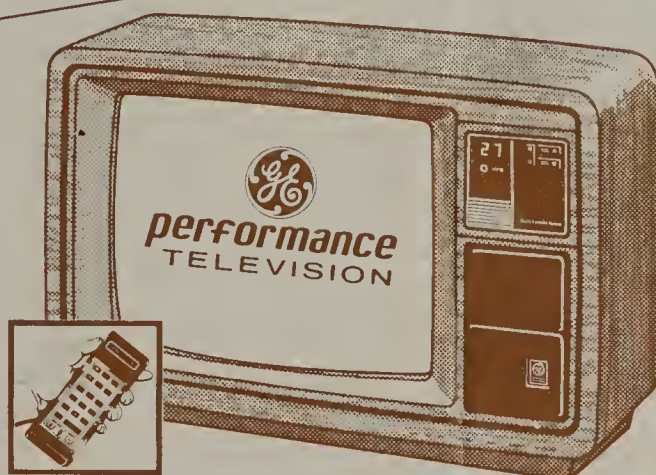


\$50.00 REBATE ON THESE
25" DIAGONAL MODELS
PLUS
YOUR EMPLOYEE DISCOUNT*

EMP. DISC.

EMP. DISC.

- | | |
|---------------------|---------------------|
| ■ 25EM1840P — \$95 | ■ 25EM1854P — \$110 |
| ■ 25EM1842K — \$100 | ■ 25EM1855K — \$110 |
| ■ 25EMK844P — \$85 | ■ 25EM1856A — \$115 |
| ■ 25EMK845K — \$85 | ■ 25EM1858K — \$115 |
| ■ 25EM1846L — \$100 | ■ 25EM1859K — \$115 |
| ■ 25EMK847P — \$90 | ■ 25EM1860C — \$125 |
| ■ 25EM1848P — \$100 | ■ 25EM1865K — \$125 |
| ■ 25EM1850K — \$110 | |



\$25.00 REBATE ON THESE
19" DIAGONAL MODELS
PLUS
YOUR EMPLOYEE DISCOUNT*

EMP. DISC.

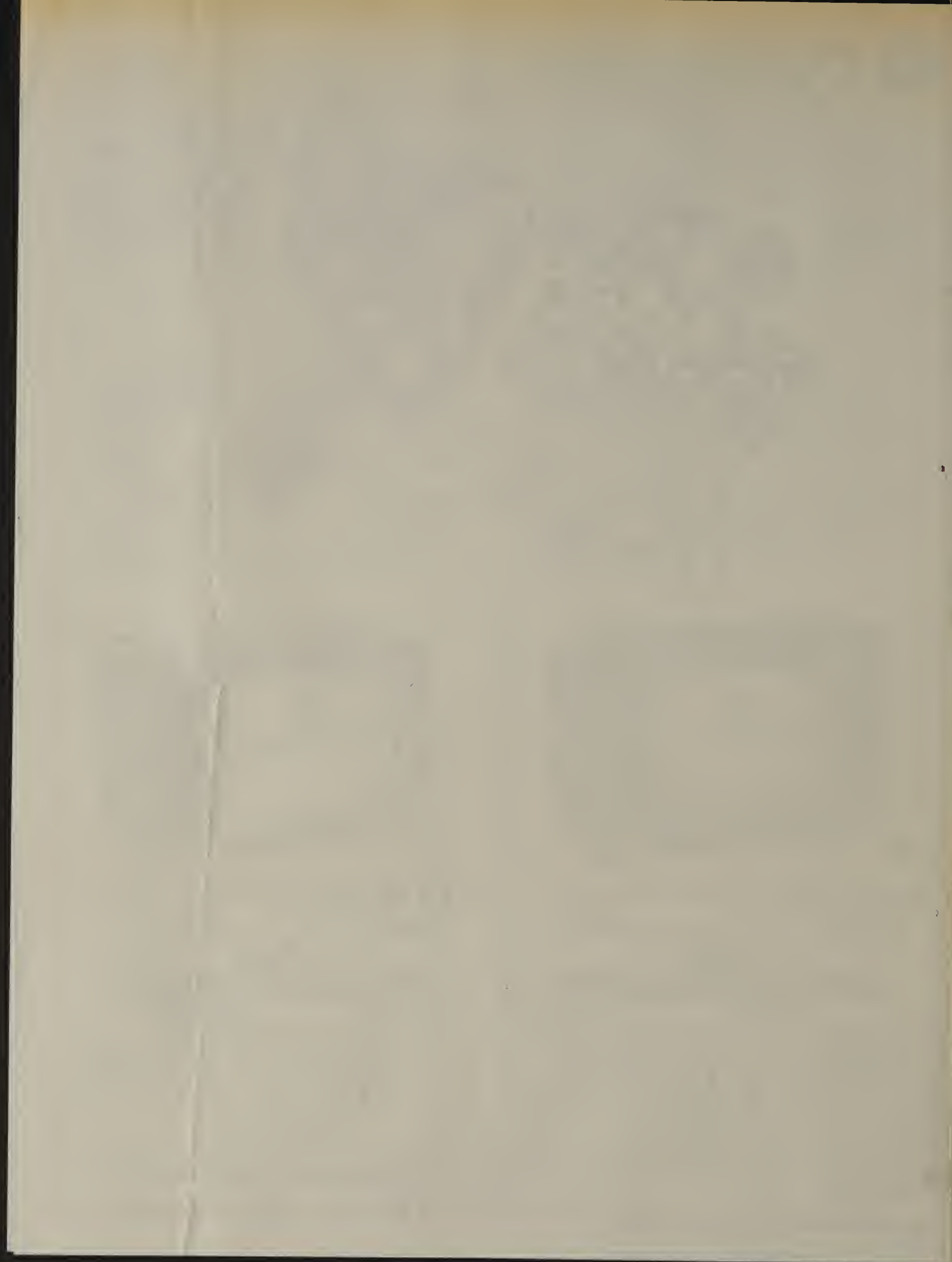
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|--------------------|
| ■ 19EC1742W — \$60 |
| ■ 19ECK743W — \$55 |
| ■ 19EC1754W — \$70 |
| ■ 19EC1756K — \$70 |

GENERAL ELECTRIC COMPANY
TELEVISION DIVISION
PORTSMOUTH, VIRGINIA 23705

We bring good things to life.

GENERAL  ELECTRIC

*SUBJECT TO THE PROVISIONS OF THE EMPLOYEE PRODUCT PURCHASE PLAN.
NOTE: NOT ALL MODELS MAY BE AVAILABLE AT ALL STORES.



APR 2 1981

ALLEN COUNTY

General Electric News

MARCH 20, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 11

GPM sees sales, jobs potential in export markets

A half century ago rural electrification opened up vast new markets for electric motors in the United States and helped create jobs for GE employees.

Today, halfway around the world, rural electrification is just beginning, and General Purpose Motor already is sizing up the market.

Great potential in exports

"The potential for growth in motor sales in lesser developed countries is tremendous," says Frank Pardue, international market specialist for GPM. He recently returned to Fort Wayne from visiting customers and potential customers in Japan, South Korea, the Philippines, Singapore and Australia.

"The market for electric motors in the U.S. and much of Western Europe is relatively mature," says Pardue. "But in South Korea the most common method of heating a house still is to build a fire underneath the floor. In the Philippines farmers and manufacturers often still use diesel and gasoline engines to run their equipment."

When those countries are crisscrossed with electrical power lines, however, there is sure to be a boom in motor sales — motors for farm pumps, heating and air-conditioning units and appliances.

A good example of this development is the rural electrification of the Philippines. The Philippine government has launched a project to build 2,000 mini hydroelectric power plants in the Philippines. Electrical power will be generated by 2,000 small dams using one of the Philippines' most abundant natural resources, water. The Philippine Electric Corp., a customer and licensee of GE, designed and built the first mini hydro and is actively involved in the project.

GPM must win orders

The big question for GPM is: Who will get the motor business when this major undertaking is completed?

"Foreign customers are no different than American customers," says Pardue. "They want to buy quality products at a fair price."

See EXPORT, Page 4.



JoAnn Dansby, GPM Taylor Street's only hand placer, describes her job to Porfirio N. Zablan Jr., far left. Zablan is assistant vice president of the Rotating Apparatus Division of the Philippine Electric Corp., a customer of GPM and licensee of GE. Second from left is Materials Manager Bruce Laube standing next to Frank Pardue, specialist in international sales for GPM. Zablan toured the Taylor Street plant last week. GPM is seeking new markets worldwide to increase sales and secure jobs for GPM employees.

Building 26 investment to help 'floor' competition

Computer Venture plugs into Copier Power Supply

Bruce McDonald, manager of the newly combined Computer/Copier Power Supply Venture in Fort Wayne, foresees a bright, but different future for the two distinct parts of his operation.

Speaking to union leaders last week, McDonald said GE's new Computer Venture was teamed with the existing Copier Power Supply Jan. 1 because the two are similar in their function and technology. However, differences between the two, primarily their markets, will cause them to grow at different rates and in different directions.

Copier to maintain momentum

The Copier Power Supply operation will strive to maintain its market momentum using Fort Wayne facilities and people. "We have considerable expertise here in coil winding for high voltage magnetics," McDonald said.

A major investment will be made in 1981 to consolidate operations now taking place on six floors in three buildings. By spending approximately \$500,000 to relocate those operations on just two floors in one building (26-4 and 26-5), McDonald plans to develop a much more efficient and cost-competitive operation.

Copier Power Supply's biggest customers are IBM, Xerox, 3M and Kodak, and it competes in a high technology market against a few competitors. Since those competitors are located in high labor cost areas, GE is able to remain competitive from its base in Fort Wayne. The competitive situation in the new Computer Venture is a totally different story, however.

McDonald says the mission of the Computer Venture will be to penetrate into the fast-growing, highly cost competitive computer power supply market in 1981.

Competitors in low cost areas

He said several of the major businesses now competing for the computer power supply market are in low cost areas, and many are located offshore.

While GE's entry into this market will be launched from Fort Wayne, GE must consider locating production facilities for the new business in low labor cost areas if it is to compete. This confirms an announcement made about a year ago.

"We will keep our marketing, engineering and headquarters operations in Fort Wayne, but we need to make a superior product at a lower price in order to break into the market against already entrenched competitors," said McDonald. "We simply could not produce this new product in Fort Wayne's high labor cost market and be competitive. It is a cutthroat business when it comes to cost."

Copier employment looks stable

Currently about 150 production people are employed in the Copier Power Supply operation, and McDonald does not foresee significant changes in that situation for 1981.

The key to our success in both computer and copier markets will be continued high quality products at competitive prices, said McDonald.



Bruce McDonald, manager of the Computer/Copier Power Supply Venture in Fort Wayne, displays one of the new products designed to strengthen GE's sales in power supply markets.



You can't argue with results. Ray Fishbach, supervisor of the GE Club, displays a catch from Lake Michigan as Lloyd Stubbins, SMD, and Buck Hampshire, GPM, look on. Fishbach announced this week that two fishing experts (not the two in the back of the boat) will be featured at the annual Fishing School on March 26 and April 16. The experts are Bobby Murry, two-time winner of the B.A.S.S. Masters Classic Fishing Tournament, and Ray Schmidt, fly fishing representative for Scientific Anglers.

Pros to speak at fishing school

The 32nd annual GE Club Fishing School will take place at 7 p.m. on March 26 and April 16.

Each show will have displays of new fishing equipment and door prizes that include an electric trolling motor, a rod and reel outfit, lures and line.

Tickets good for both shows may be purchased in advance for a total of \$3 or \$2 separately at the GE

Club or The Tackle Box, 821 Coliseum Blvd. West.

At the door, tickets will sell for \$2.50 each. Doors will open at 6 p.m.

Dance tickets on sale

GE employees, pensioners and guests are invited to the round and square dance sponsored by Elex Club, March 28 at Shiloh West Hall.

Tickets cost \$6 and are available from Elex representatives or at the Elex office, Building 18-3, Ext. 3555. No tickets will be sold at the door. Price includes beer and set-ups, pretzels and potato chips, sandwiches and other food.

AMO team wins

A team representing the Advanced Manufacturing Operation of MTO in Building 19-3 won the regular round robin volleyball championship at the GE Club.

Captain Gary LaRue led his team to a 12-0 record.

Second was the Taylor Street team captained by Bill Copeland, 10-2; third was Winter Street, Dave Winters, captain, with an 8-4 record; and AMO, Building 19-4, captained by Tom Clymer, 6-6, was fourth.

Softball manager wanted

The GE Club Men's Slowpitch Softball League is in need of a league manager for the upcoming season. If interested, please call the GE Club, Ext. 2042, for additional information.

Energy Week stresses importance of energy independence to U.S.

"Twenty-five percent of the energy that the United States depends on comes from other countries. The dependence on much of this imported oil represents an unnecessary risk to our national economy, security and way of life."

Those are words of Herman R. Hill, GE executive vice president responsible for the company's power systems sector. He called on employees across the company to support American Energy Week and its objectives.

Ad explains problem

American Energy Week, March 15-21, aims at increasing public awareness of the country's domestic energy options. Energy week will dramatize the magnitude of the energy problems that need prompt attention by focusing strong attention on them during the single week in March. This week's GE News contains an ad related to the energy problems.

Solutions to the problems exist. They will help cut back on our dependence on foreign oil, says Herm Hill. "The United States must further develop its own energy resources, of which there are many, including coal and nuclear. By relying on our tradition of inventiveness and foresight, we can reduce our dependence on foreign oil significantly before the end of the 1980s."

GE supports effort

He said the company is participating in American Energy Week activities and that various components within the company are actively pursuing many new and improved energy technologies. These are expected to contribute greatly to energy savings in the years ahead. They range from a new environmentally attractive utility power plant concept, which will permit the substitution of domestic coal for imported oil, to fuel cells which di-

rectly convert a wide variety of fuels, including coal and gas, to electricity.

Employees conserve energy

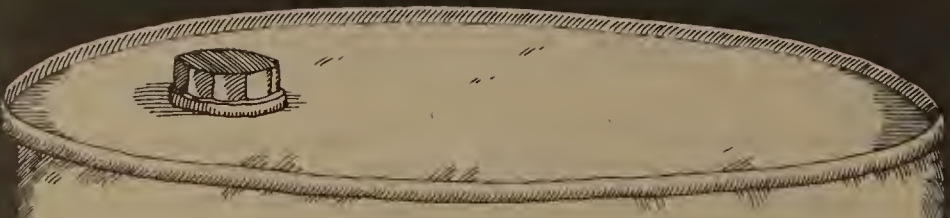
In calling upon employees to support American Energy Week, Hill said that as long ago as 1963 General Electric initiated campaigns to conserve energy in business operations and intensified them in 1973 at the time of the Arab oil cutoff. Employees today are involved in many additional energy savings programs, including energy conservation on the road and in the home. He pointed out that there also were programs at work to improve existing products and design new products that provide greater energy efficiencies.

"I hope American Energy Week will give all of us the added incentive to continue improving on the excellent record we have already established in cutting down our use of oil and finding ways to use alternative sources of energy," he concluded.

Investments made here

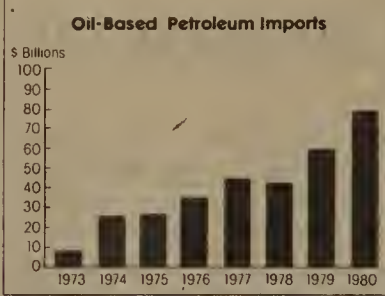
Here in Fort Wayne, Darral Patton, administrator of energy programs, said that employees and the company are doing a number of things to conserve energy both at work and in products that help customers conserve. For instance, he said that GPM has made investments in Lucalox lighting systems at Taylor Street and Winter Street designed to consume 60 percent less energy than the previous systems, and another large investment in energy management systems.

Patton added that operations in Fort Wayne are replacing worn out motors with new energy-saving motors wherever possible, and employees are voluntarily sharing rides to and from work to save on gas consumption.



America's energy problem is really an imported oil problem.

Oil-Based Petroleum Imports



\$ Billions

Oil-based petroleum imports extracted roughly \$80 billion out of the U.S. economy in 1980. That's substantially more than the combined annual net income of the nation's 500 largest industrial companies.

But it's a problem we can solve.

To reduce our dependence on foreign oil we must step up our efforts to develop alternate sources of energy, such as solar, synthetic fuels and others.

But these - the energy sources of the future - cannot be developed to provide abundant quantities of energy at competitive prices overnight. We face an immediate need to minimize the threat of an abrupt oil cutoff.

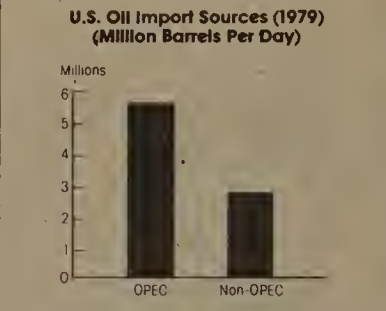
Conservation alone won't solve the problem.

To get from here to the next century, while continuing to meet our on-going energy needs, we can (unlike most other nations) make productive use of the many energy options we have within our borders - coal, uranium, natural gas and oil. Of these, only oil is available in less than abundant supply.

There are sensible steps we can take.

We can, with firm guidance from our nation's leaders, begin today. To conserve oil more effectively. To step up the use of our nuclear option. To develop new natural gas supplies. To increase energy production from other sources, such as hydro and synfuels. To encourage

U.S. Oil Import Sources (1979) (Million Barrels Per Day)



Millions

energy exploration in friendly countries. To build strategic reserves of petroleum, natural gas and electric power. To accelerate the development of solar and fusion. And to balance environmental objectives with our national energy needs and economic growth goals.


Keep the economic realities in mind.

For many decades, there has been a close relationship between the use of electrical energy and the growth or decline in the nation's economic activity. This remains true today, despite higher prices and conservation. It is generally accepted that what this nation needs is more jobs, higher productivity and a climate in Washington that encourages capital investment in modern plant and equipment, and more foreign trade. The benefits would be enormous: less inflation, a stronger dollar, lower unemployment and a rising standard of living with increased opportunities for all our citizens.

The question is: Will we be able to serve the growing energy needs of a vigorous U.S. economy?

It's time to speak out.

Each of us must communicate our concerns about the energy and economic health of our nation to Congress and the new Administration. We should insist that they help move America's economy out of the doldrums and back on the road to vigorous, competitive growth.



GENERAL ELECTRIC

ALLEY CHAT By Connie Houser

Four-person no-tap to start in April

The February Doubles No-Tap Tournament was so popular that the GE Club has slated a four-person team no-tap to run April 1 through May 15. Teams can consist of all men, women or mixed. First place will pay \$300 (based on 100 entries) and the GE Club will donate \$500 toward the tournament prize fund (based on 100 entries). Another feature will be a Singles Tournament which will count on the scores bowled in the team event. First place for singles high series (including handicap) will be \$75 (based on 100 entries). For more information call the GE Club, Ext. 2042.

LEAGUE WRAP-UP

Hansel & Gretel League

Pat Ebetino	197
Tom Bice	244
Bernie Ebetino	214
Bernie Ebetino 4-7-10 split	

Monday Morning Ladies

Nellie Tappmeyer (204)	505
Elsie Oliver	189
Martha Smith	183
Brendra Hambleton	183

GE Office League

Jim Tracey (212)	817
Warren Wickliffe (229-212)	813
John Hunnicutt	219
Bill Grace	213
Steve Scherer	210

Apparatus League

Robert Schuelke (212-235)	835
Dorwin Stanley (253)	804
Paul Stemmler	224

Tuesday Afternoon Ladies

Bonnie Scaff (221-197)	586
Janie Fischer (183)	530
Judy Heeth	181

Monday Nite Ladies

Terri Kuntz (231)	585
Shelley Weiks (231)	583
Edne Woebeking (163-213)	544
Angie Myers	189
Vi Francies	189
Mary Weiks	182

Hermetic League

Don Gilbert (233-218)	817
Scott Putt	242
Lee Current	241
Chuck Groves	232
Mark Burns	221

Senior Citizane League (Thurs & Fri)

Mae Dial (180-180)	518
Ardola Metker	191
Gertrude Wheel	190
Ralph Thomas	213
Leon E. May	212

Adam & Eve League

Dorie Gray (193)	522
Kitty Jedlikowski (192)	516
Marge Campbell	200
Alice Beery	199
Justine Coudret	194
Ruth Yentes	190
Sam Macey	217
Kenny Rogers	213
Splits converted: Bill Amstutz 5-8, Dorie Gray 9-10, Dorie Gray 5-8, Marge Campbell 5-7, Merie Campbell 3-10, Justine Coudret 5-8.	

Guya & Dolla League

Delores Schwartz (201)	520
Gert Snyder	193
Sally Gribler	190
Judi Brodbeck	186
Cindy Smith	181
Marc Gribler	224
Stan Owens	215
Jim Schwartz	212
Rick Gonzales	211

Wedneeday Owl League

Larry Myers	212
Fred Stearley	210

Friday Nite Ladies

Donna Treesh (188-221)	555
Thekla Papan (197)	544
Gertie Jones	190
Sandy Sanders	181

Friday Nite Taylor St.

Paul Long (231-213)	812
Gene Grable	210

Small Motor League

Laz Szabo	222
Bob Crabtree	220
Barry Confer	217
Warren Wickliffe	210

Menu

Monday, Mar. 23 — minestrone soup, beef and noodles, grilled ham steak.

Tuesday, Mar. 24 — chicken rice soup, beef goulash with rice, roast beef.

Wednesday, Mar. 25 — beef barley soup, turkey ala king with potatoes, liver and onions. SPECIAL: Mexican fiesta.

Thursday, Mar. 26 — chicken vegetable soup, pork and noodles, country beef steak.

Friday, Mar. 27 — New England clam chowder, macaroni and cheese, flame broiled beef steak, batter dipped fish.



Winner of the GE Club basketball tournament was the team representing Manufacturing Technology Operation: Don Grim (center) and from left, Larry Sordet, Ken Fehmon, Jerry Lytle, Russ Roach, Rick Stoller and Jim Burton (not pictured). The team won by defeating J&J Tap, 64-60. MTO was led by Burton with 23 points, Stoller 17 and Roach 10. For J&J, Jim Johnson scored 18, Steve Wyatt 16 and Walter Paige 12.

In memory

Fred "Fritz" Ramseler, 220 N. Hamilton Road, died March 13. He was a wire drawer at GPM, Taylor Street, before retiring in 1966.

Kenneth J. Petgen, 2627 Butler Road, died March 13. He was supervisor, graphic reproduction in Building 8-2, before retiring in 1980.

Charles E. Weaver, 915 E. Washington St., died March 12. He was a motor tester in Section 13, GPM, Broadway, before retiring in 1977.

Nathan H. Maddux, Bluffton, died March 11. He was a power room operator in SMD, Taylor

St., before retiring in 1975.

Charles H. Fryback, 1232 Ewing St., died March 10. His final assignment was as a sweeper in Building 17-1, HMD. He retired in 1958.

Aylene L. Spelce, 4414 S. Hanna St., died March 8. She was in miscellaneous operations in Building 12-3, SMD, before she retired in 1972.

Harley H. Heckley, Ossian, died March 6. He was a borematic operator in Building 4-3, SMD, before he retired in 1961.

ADLETS

RIDE WANTED

OR RIDERS FROM ZANESVILLE AREA to Bdwy, 2nd shift. 638-4828.

FOR SALE

'77 YAMAHA GTMX 80, good cond., \$295. 447-9696.

NIAGARA BACK UNIT w-carrying case, \$150. 1-356-4167.

5 HP GARDEN TILLER, new, '80, used twice, \$290. 672-3629.

ORGAN, \$150; '63 Corvair, 4-dr, needs paint, drvn daily, \$800; air cond. 432-4793.

CHANDELIER, 5 ft, crystal, leaded, \$60; 2 row corn pltr, \$20; 5' Brillion drawbar mower, \$160. 447-5910.

AMF LAWN TRACTOR, 8 HP, 36" cut, \$400. 693-9273.

BMX MUNGOOSE FRAME, new, mst sell, \$75. 456-218.

12' SEA NYMPH ALUMINUM BOAT, ex. cond. 637-3753.

GIRL'S 20" SCHWINN BIKE, "Lil Chick", \$55. 483-4396.

REFRIGERATOR w-frzr, frost-free; washer & dryer, ex. cond. 489-5770.

PICNIC TABLES made to order. 637-5485.

'80 KAWASAKI KDX 250 DIRT BIKE, 500 miles. 347-3670.

SOFA, blk & gld velvet print, ex. cond., \$350. 749-8601.

"L" SHAPED DRAFTING DESK & DRAFTING MACHINE, Hamilton, \$400. 743-3207.

LAKE LOT on lower Long Lake, near Albion. 432-1870.

FAN TRAVEL TRAILER, 17', self-cont., ex. cond., slps 6, \$750. 747-4024.

'76 HONDA 750 SS, ex. cond., \$1,500 firm. 356-8291.

SECOND CUTTING ALFALFA HAY, eves. 483-1423.

MOBILE HOME, 12'x60', new carpet, skirted, will rent, aft. 5 p.m. 639-6759.

CUSTOM MADE DRAPES, ivory antique satin, 3 pr. 70"x44", 2 pr. 48"x38", very reas. 1-244-7045.

'71 TORINO, \$300. 749-2704.

MATTRESS, full-sz., foam rubber, good cond., \$10. 456-6767.

STORM WINDOWS, \$5 ea; plate glass mirror; vanity top. 493-2743.

BOY'S SUIT, sz. 16, 4 pc., \$15; '78 Chev. 4x4 half ton pickup; snowmobile, \$275. 747-4304.

LEVI JEANS, W 31, L 30 & 31. 745-4313.

REFRIGERATOR/FREEZER, 12', 3 yrs. old, \$200. 639-6702.

SPINET ORGAN, A-1 cond., \$325, aft. 4 p.m. 483-5294.

HOUSE, 3 bdrm ranch on half acre, assume at 10-3/4 percent. 432-3088.

'71 BUICK LESABRE, 4 dr., pwr. 627-3902.

'69 PANEL TRUCK; '70 Chevelle; 18'x36' pool, make offers. 1-592-7279.

'78 KAWASAKI 1000, 4,000 miles, loaded, show bike. 672-2736.

TYPEWRITER, Wards; exercise bike, Sears, aft. 4 p.m. 639-3319.

'79 CJ-7 JEEP, two tops, low miles, street driven only, aft. 4 p.m. 744-5186.

CHINA CABINET, large, pecan, glass doors on top, storage in btm, 6 mtchg chairs avail. 447-4007.

TIRES: 4, E78-14 belted WW; 2, HR78-14 WW. 745-2513.

'70 CHEV. IMPALA, as is, runs good, bst offer, aft. 3:30 p.m. 456-1974.

FULL-BLOODED BRIT. SPANIEL, male, 2 yrs. old. 693-9653.

DOGHOUSE, lge, barn roof, insulated, \$40. 637-3853.

VAGABOND BICYCLES, 2, with cases for transporting; gas furnace, sm. sz, 60,000 BTU input, 48,000 BTU output. 747-4233.

'73 MOBILE HOME, 2 bdrms, den, carpet, drapes, FP, cen. air, ex. cond., 14'x70'. 489-9590.

PARTING OUT, '75 Ford LTD, 4 dr.; std. pool tbl w-access., \$85. 447-1605.

FUEL OIL STOVE & tank, \$50. 639-6702.

FULL-SZ POOL TABLE, access., ex. cond., \$175. 747-9279.

'70 OLDS 88, 4 dr., air, PS; PB, one owner, good trans, reg. gas, \$195. 485-5214.

DINING ROOM TABLE, 4 chairs, china cabinet, ex. cond; desk chair. 447-3811.

'76 CAPRI II, V-6, auto, air, ex. cond., \$2,095. 485-4354.

IRON, used very little, \$10. 447-4863.

IN-DASH AM CAR RADIO, new from Ford Escort, \$18. 493-2983.

SCROLL SAW & sander, new, \$60. 447-4066.

L.P. CONGOS, good cond. 483-6203.

METAL PORCH COLUMNS, 5, 7 1/2' long. 485-5459.

'78 FORD VAN, carpet, stereo, custom, \$5,000. 432-5991.

HOUSE, near GE, priced to sell, all terms open. 456-8303.

WANTED

WOODEN FOLDING CHAIRS, 3, church hall type. 747-7324.

CHILD'S WAGON. 478-1154.

HOSPITAL TYPE AIR MATTRESS w-elec. pump. 484-1920.

FERTILIZER SPREADER, broadcast type, man. push operated, plastic hopper. 1-419-363-2788.

CLIPPERS for small dog. 639-3512.

USED SWING SET FRAMES, reas. shape. 745-4850.

REFRIGERATOR for apt., good cond., under \$100. 747-0241.

10' JON BOAT, good cond, reas. 1-724-7094.

BIG MAC STAMPS - 509, 514, 524, 536 or 541, sell, buy or trade. 424-2403.

WEIGHT LIFTING SET, iron. 432-5838.

LIONEL & American Flyer trains, any cond. 1-724-8011.

FOR RENT

FOUR ROOM APT., oven, refrig, ht & wtr pd, bamt, gar., near Winter St. GE. 489-5457.

SERVICE

ALUM. SIDING REFINISHING, free est., ref., guarantee. 1-357-4684.

HOME REPAIR, licensed, carpentry, painting, etc. 485-2819.

WEDDINGS, portraits, cus. frmg, copy work. 432-9753.

HOUSECLEANING, \$25/job, general cleaning. 747-5531.

MASONRY, stone or brick, licensed, insured, free est. 747-3336.

WILL PREPARE TAXES, professional. 456-7180.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

New book on GE history now available

"Pathways of Progress," the fourth volume in the pictorial history of General Electric and its people, has recently been published. It covers the years 1947 to 1978.

This new volume is soft-covered with 112 pages. It contains more than 300 photographs, many of which have never before been published.

The editors present GE's major achievements and developments chronologically through the third quarter of the century. There are photos and vignettes of the people

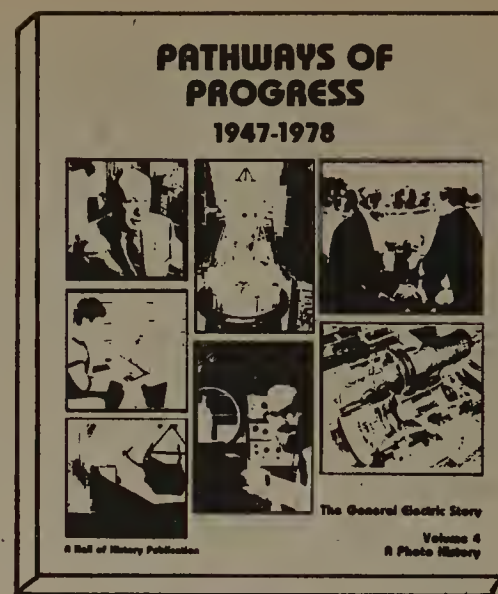
who made the achievements possible.

More than 80,000 copies of the first three volumes have been sold. Their titles and the years each book covers are: The Edison Era (1876-1892), The Steinmetz Era (1892-1923), and On the Shoulders of Giants (1924-1946).

The publication of these books is a joint project of the Elfun Society and the Hall of History, a nonprofit foundation which serves as a center for the gathering, display and preservation of historical docu-

ments, artifacts and memorabilia about the electrical industry. The Elfun Society is an association of GE management and professional employees.

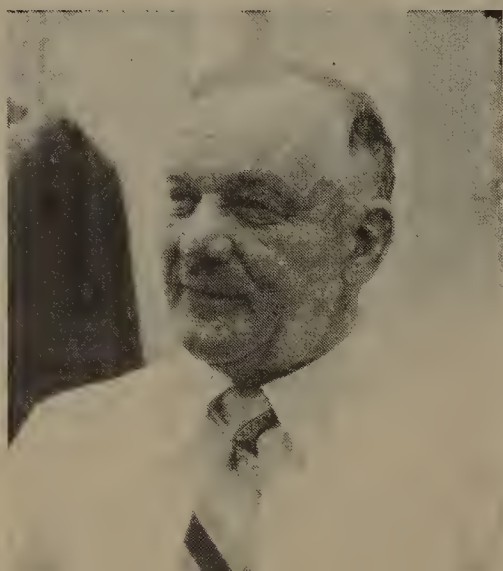
Many GE employees have purchased copies of the first three volumes in the series. Copies of the fourth volume can be ordered by mailing your name, address and check for \$3 to Hall of History, GE R&D Center, P.O. Box 8, K-1/3A15, Schenectady, N.Y. 12301. A package of all four volumes is available for \$10.00.



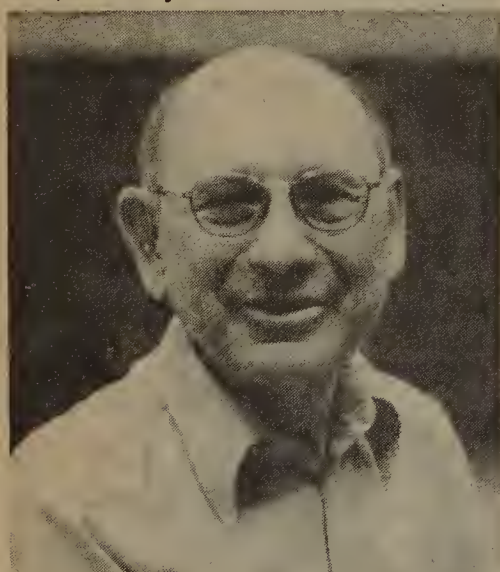
40 years of service



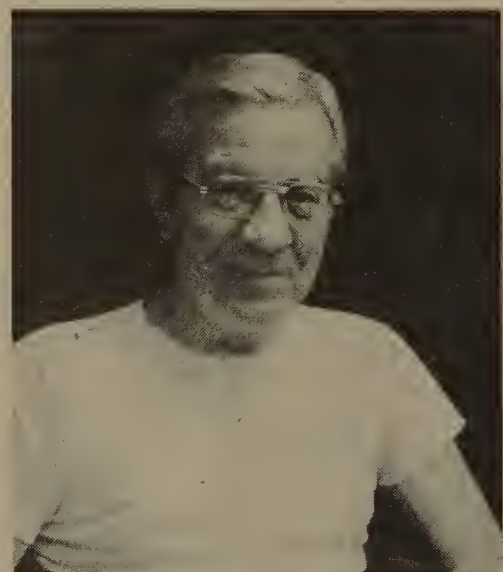
Herb Meyers, Systems Operation of Motor Group Finance, Fairfield Avenue, has 40 years of service with GE.



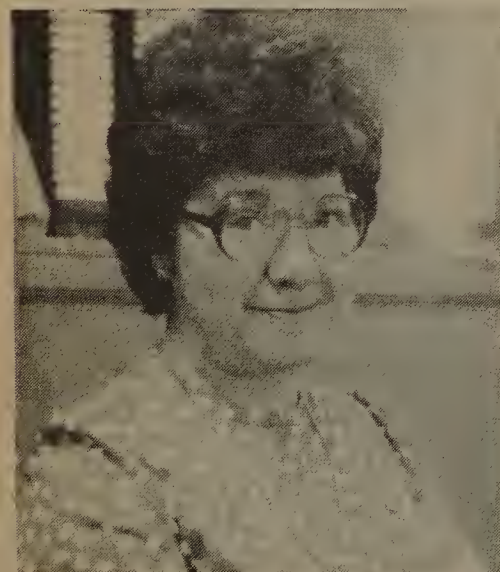
Fred Kryder, Hermetic Motor Operation, celebrated 40 years of service with GE this month.



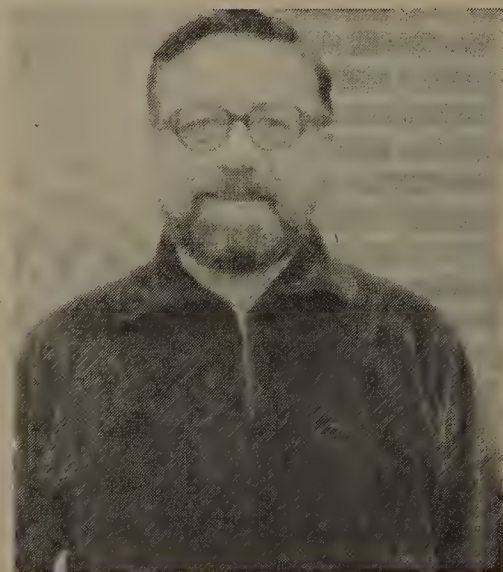
Everett Sloffer, Advanced Manufacturing Operation, MTO, recently celebrated 40 years of service.



Bill Pappert, GPM, Winter Street, recently celebrated 40 years of service with GE.



Mary Elizabeth Wert, HMO, Building 17-4, passed the 40-year mark last month.



Jack Underhill, HMO, Building 17, reached the 40-year milestone in February.

Export

Continued from Page 1.

Pardue says wherever he went in the Far East, he found that GE's reputation for producing quality products had been there before him. "I had customers tell me, 'If I can get a GE motor at a competitive price, I'll buy it in a minute.'"

"Competing on price is especially tough in the Far East. We encounter competitors from low labor cost areas, such as Taiwan, Japan, South Korea and even China. Some of their prices are so low we may never be able to compete with them. In the Philippines alone, there are 45 different brands of electric motors being sold — many are American and European competitors of GPM.

"If we are to compete price-wise with these vendors, the key for us at GPM is going to be productivity. We must produce more product for each dollar we spend on labor. We need to work smarter if we are to compete with companies from all over the world."

Pardue added, "Opportunities like these for export sales also drive home another point. We can't look at the international market as a short-term opportunity to be used when domestic sales slip. Those customers over there are in business to stay. They want to do business with people they can count on to deliver. You don't fail them more than once — they'll show you the door."

"GE has an excellent reputation all over the world," Pardue said, "but it is one we have to re-earn everyday."

Correction

Myrtle M. Wilcoxson, GPM, Building 4-3, is not retiring as announced in the March 6 GE News.

Elex calendar

April

1 — Second Shift Executive Board meeting, 1 p.m., GE Club Trophy Room.

6 — Partizan Chapter Executive Board meeting, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.

7 — Reservations due for April 13 supper and program.

8 — Pen-El Chapter luncheon and meeting, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.

9 — Reservations due for April 16 luncheon and bingo.

13 — Supper and presentation of "Carousel" by Heritage High School students for Elex Club members and guests. Members' tickets \$4.75; guest tickets \$5.25. Menu to be served from 4:45 to 5:45 p.m. — roast pork loin, au gratin potatoes, broccoli, apple salad, fruit pie, rolls, beverage.

15 — El-Par Chapter meeting - place to be advised by telephone committee.

16 — Elex luncheon and bingo at Sears Pavilion, 1701 Bluffton Road for Elex members only. Tickets \$4.50. Menu: Fried chicken and baked ham, potato salad, cole slaw, relishes, German chocolate cake, beverage.

20 — Elex Executive Committee meeting, 4:45 p.m. Bldg. 18-3 conference room.

21 — Partizan Chapter luncheon and meeting, noon, First Wayne Street United Methodist Church, 300 W. Wayne St. Reservation deadline April 14.

24 — Quintus Chapter meeting at 1 p.m., Shawnee Library, 5600 Noll Ave.

27 — Honor-ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

28 — Elex Executive Board meeting, 7:30 p.m., Bldg. 18-1 conference room.

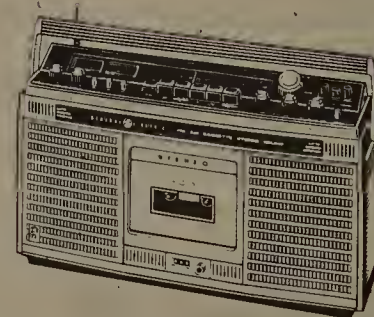
30 — Partizan Chapter mixer, pot-luck supper, Sears Pavilion, 1701 Bluffton Rd.

Full Feature Recorder...in

STEREO STEREO

3-5255

AM/FM/
FM Stereo
Radio-Cassette
Recorder



Record, Playback and listen to Stereo sound. Single cabinet stereo with two built-in 4" dynamic speakers.

•Records directly from stereo FM radio, AM or live • Two meters with 3-way function •Switchable Automatic Level Control •Review/Preview •CrO² tape switch.

Regular Employee Price **\$134.⁹⁷**
While they last **- 25.⁰⁰**
NOW \$109.⁹⁷

YOUR EMPLOYEE STORE
1030 Swinney
Open 10-5:30 Weekdays

Hotpoint CASH REBATE!

GET A BIG CASH REBATE DIRECT FROM HOTPOINT WHEN YOU BUY THESE
SELECTED MAJOR APPLIANCES FROM APRIL 1 THROUGH MAY 31, 1981.
SUPER SAVINGS IN ADDITION TO YOUR
EMPLOYEE DISCOUNTS!

\$40

CASH FACTORY REBATE FOR THE PAIR!*

*\$20 each if purchased separately.



Washer Model WLW5700A
Dryer Model DLB2880A

NOTE: \$20 Rebate also available on Washer Model WLW4700A and Dryer Models DLB/DLL2650A and DLL2880A. Employee Discounts are \$50 on WLW5700A, \$45 on WLW4700A, \$40 on DLL2880A and DLL2650A, \$35 on DLB2880A and DLB2650A.

Hotpoint

☐ Deluxe large capacity washer with 2-agitator Handwash™ system to handle gentle or rugged loads ☐ Variable water level control ☐ Rapid Wash and Extra Rinse cycles ☐ Deluxe automatic large-capacity matching dryer ☐ Automatic Sensi-Dry™ ☐ Up-front lint filter ☐ Timed cycle up to 50 minutes ☐ Press Guard™ System ☐ End-of-cycle signal.

\$85 Employee Discount*
\$40 Cash Rebate
Plus
YOU SAVE \$125 ON THE PAIR!

\$30

CASH FACTORY REBATE!

SELF-CLEANING OVEN



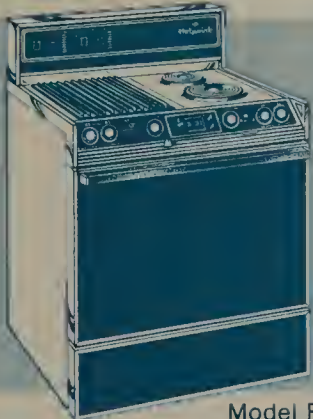
Model RB747GA

Hotpoint

DELUXE 30" OVEN RANGE WITH BLACK GLASS WINDOW DOOR!

\$60 Employee Discount*
\$30 Cash Rebate
Plus
YOU SAVE \$90

NOTE: \$30 Rebate and \$60 Employee Discount are also available on Model RB747A.



Model RS776G

Hotpoint

NEW! GRILL/GRIDDLE RANGE WITH FULL-SIZE SELF-CLEANING OVEN.

\$50

CASH FACTORY REBATE!

SELF-CLEANING OVEN

\$85 Employee Discount*
\$50 Cash Rebate
Plus
YOU SAVE \$135



Model RB942G

Hotpoint

NEW! COMBINATION RANGE COOKS WITH HEAT, WITH MICROWAVES... OR BOTH!

\$50

CASH FACTORY REBATE!

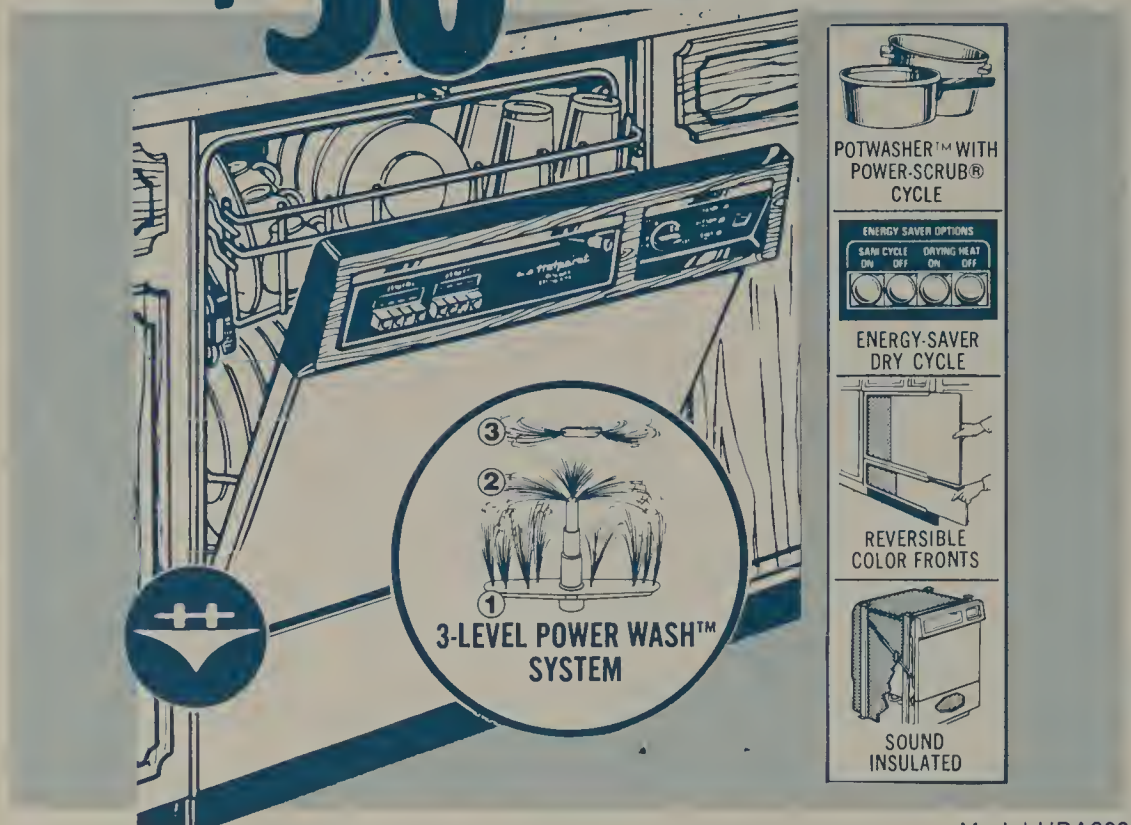
MICROWAVE AND SELF-CLEANING OVEN

\$90 Employee Discount*
\$50 Cash Rebate
Plus
YOU SAVE \$140

*Subject to the provisions of the Employee Discount Purchase Plan.

Hotpoint MORE CASH REBATES!

\$30 CASH FACTORY REBATE!



Hotpoint

Model HDA960

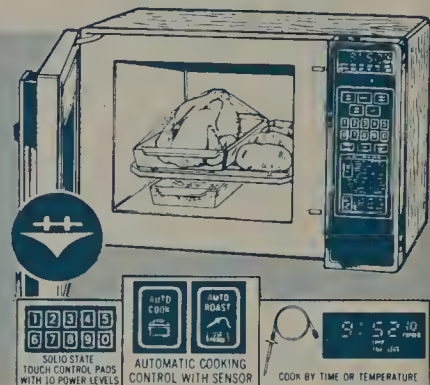
☐ Deluxe 13-cycle built-in dishwasher with Power Wash™ system ☐ Lift-A-Level® upper rack ☐ Sani-Cycle ☐ Crystal Clear™ rinse dispenser.

Plus

\$50 Employee Discount*
\$30 Cash Rebate

YOU SAVE \$80

\$30 CASH FACTORY REBATE!



Model RE952

Hotpoint

DELUXE MICROWAVE WITH
AUTOMATIC COOKING
CONTROL

\$75 Employee Discount*
\$30 Cash Rebate

Plus

YOU SAVE \$105

\$30 CASH FACTORY REBATE!

NOTE: No-Frost Refrigerator Models CTF21GA and CTF19G also feature \$30 Cash Rebate and \$75 Employee Discount.



Model CTF21GB

Hotpoint

DELUXE 20.8 CU. FT. NO-FROST
REFRIGERATOR-FREEZER WITH
ENERGY-SAVER SWITCH

\$75 Employee Discount*
\$30 Cash Rebate

Plus

YOU SAVE \$105

*Subject to the provisions of the Employee Product Purchase Plan.



Hotpoint

Appliance Park, Louisville, Kentucky 40225

Printed in U.S.A.

General Electric News

MARCH 27, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 12

Japanese pose worldwide competitive threat: Ehner

We need to recognize the real worldwide competitive threat to our domestic business — especially the threat from Japan.

That's what Bill Ehner, general manager of Motor Technology Operation, told MTO engineers recently in a presentation entitled, "The Japanese Challenge."

Ehner said Japanese companies have as their goal "worldwide cost leadership," and have set out to achieve this through improvements in quality, costs and productivity.

He said that because of labor shortages, the Japanese have emphasized automation of production

lines. *Time Magazine*, he noted, reported the robot population of Japan was 10,000 in 1980, compared to 3,000 in the U.S. and about 120 in GE.

"Obviously our Japanese competitors have learned their lessons from the U.S. very well and have dedicated themselves to concentrate on certain major aspects of manufacturing operations," Ehner said. Among these are:

- **Productivity** — Although the productivity of American workers in manufacturing is still higher than Japan's, Japan has been steadily closing the gap since 1950, Ehner said. In fact the output per hour in the U.S. slid backwards in 1979 and was expected to do so again in 1980.

- **Investment** — Ehner pointed out that companies must invest in new plants and facilities and in research in order to improve productivity. These investments come from companies reinvesting part of their profits in their business. Between 1960 and 1978 Japan invested 27 percent of its national output in capital expenditures, compared to 14 percent for the U.S.

- **Quality** — Ehner said that Japanese workers have made a total dedication to quality. "Quality will be an increasingly important issue," Ehner said.



- **Inventory** — Japanese companies promote the effectiveness of "just in time" inventory to hold down costs.

- **Commitment** — Dedication of time and extra effort by key people who take a long-term view of their business has given the Japanese the reputation of being tenacious competitors.

- **Cooperation** — In Japan, government leaders, industrial managers and key financial managers work so well together they are often referred to collectively as "Japan, Inc."

- **Employee Relations** — Total involvement of supervisors with their employees and lack of union resistance have characterized Japanese companies.

But things are changing in Japan, Ehner noted. Unions are becoming more vocal and the younger generation is challenging the tradition of

absolute submission to appointed leaders and absolute loyalty to team and family.

The rising costs of imported materials and energy will put increasing strains on the Japanese economy. Plus, the U.S. is demanding an increasing Japanese commitment to military preparedness, and pressures are growing for import restrictions on Japanese goods.

"The comparisons between the Japanese and us should be our call to action," Ehner said. "The driving forces will not go away."

'Quality will be an increasingly important issue.'

He noted that the Motor Business Group of GE has taken a series of steps to make it possible for our operations to compete effectively worldwide. These steps include a strong offensive in technology growth, investments in processing equipment and an increased emphasis on quality.

"We need to know the real competitive threat on a worldwide basis," Ehner added. "Then we have to set out to beat the competition at their own game with technology, quality and investment."



Bill Ehner, manager of MTO, says "the comparisons between the Japanese and us should be our call to action."

Work Zone VIII training builds skills; deadline May 1

If you are looking for a way to improve your job skills and get a higher paying job, Zone VIII training may be for you.

Fort Wayne GE employees on jobs rated IR16, R17 or lower are eligible to apply for the Zone VIII Training Program, to be conducted by the Indiana Vocational Technical College (Ivy Tech) this summer.

Since enrollment may be limited to as few as 12 employees, those interested are encouraged to apply before the May 1 deadline, says Don House, program administrator.

Part of EEOC agreement

The program is designed to develop blueprint reading, mathematics and machining skills necessary to compete for jobs defined in the 1979 GE-Equal Employment Opportunity Commission Conciliation Agreement as being in Work Zone VIII. Included are hourly paid jobs considered to be entry level crafts with pay rate ranges of R18 to R21, C41 to C44, and IR17 to IR20.

"Except for basic grammar school arithmetic, no prior experience or special education is required," says House. Instruction will begin at a basic mechanical skills level so employees who have not been exposed to machining and fabrication operations will not be screened out.

Classes begin June 2

Classes will begin June 2 and meet each Tuesday and Thursday for five weeks in the 18-1 conference room at Broadway GE. Trainees who complete this classroom work, will then be able to transfer from their present assignments to the Ivy Tech machine shop, located at 3800 North Anthony Blvd.

Beginning Monday, June 29, training will continue at Ivy Tech from 7 a.m. to 3:30 p.m., five days a week for five weeks. There will be a two-week recess for GE shutdown, and trainees will have one-half hour for lunch each day.

Instruction at Ivy Tech will include classroom work and hands-on instruction in the use of lathes,

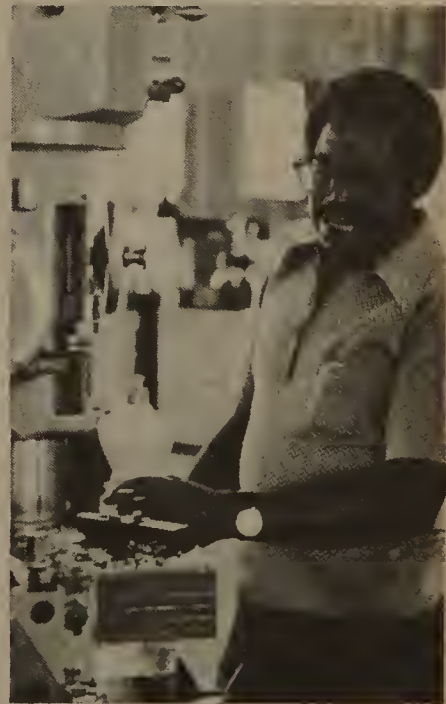
mills, surface grinders, drill presses and saws. Also included will be instruction in bench work layout and use of measuring devices such as micrometers, indicators and T-squares. These tools are used in machine shop and quality control assignments, says House.

"Employees who participated in the first two programs in 1979 and 1980 proved that the most important ingredient for success is the willingness to apply yourself," House notes. "I think many were pleased by how they were able to build on existing skills to succeed in a new area."

Applications available

Interested persons should obtain an application from their plant employee relations office as soon as possible and return the completed form to the office by May 1. Copies of the application will be posted on bulletin boards for employees to look over before requesting one from their employment office.

See TRAINING, Page 4.



Charlie Adams, Specialty Transformer Department, machines parts during last summer's Zone VIII Training Program. Deadline for applying this year is May 1. Applications are available in each plant's employee relations office.

Mary Schumm: 45 years at GE

Mary Schumm, a coil injector in Building 17-3, Hermetic Motor Operation, recently completed her 45th year of service with GE. Thirty-five of those years have been spent in Building 17. Why does someone stay at one employer so long? "I have a nice foreman, a nice leading operator, and the people I work with are just great," says Mary. "And I love my job. I'm one person who can truthfully say that."



It's time to turn in 1980 claims for GE insurance coverage

It's round-up time for 1980 insurance claims, and the sooner they are turned in, the sooner they will be paid.

That's the word among those who process employee claims under the Comprehensive Medical Expense portion of the GE Insurance Plan and the Dental Assistance Plan. They are referring to the June 29 deadline for filing claims for expenses incurred in 1980.

"The deadline may seem far away, but if you haven't started collecting information and material for claim-

ing, it's getting close," says Homer Jennings, manager of insurance claims disbursements here in Fort Wayne.

The deadline is 180 days from the end of the year in which the expense occurred. "The deadline for 1980 expense claims is June 29," says Jennings. "But people shouldn't take the risk of waiting until the deadline to file.

"In addition, if benefits are available simply by filling out a claim form, why not receive your benefit dollars as soon as possible?"

Tornado season arrives — now is time to find out what to do

Last Friday, the first day of spring, marked the beginning of tornado season in Indiana — a good time for employees to review the severe weather warning system at GE.

Last year, 35 tornadoes touched down in Indiana, killing five persons and destroying millions of dollars in property.

The tornado warning signal at all three GE plant locations is the same — a five-minute signal from Civil Defense sirens on top of Building 4-6 at Broadway, the Power House at Taylor Street and on Building 2 at Winter Street.

These sirens are tested at noon the first Monday of each month, notes Bob Walt, supervisor of plant protection at Broadway.

When the warning sounds, employees are to follow instructions posted as information bulletins throughout their plants. In general, the guidelines are to seek cover inside of buildings, shut off equipment, go to the center of the building on lowest floor possible, stay away from exterior walls and windows, and do not seek shelter in or between vehicles, in elevators, under stairwells or near manufacturing equipment or processes.

A single blast of the siren lasting 30 seconds is the all-clear signal, notes Jerry Koehl, supervisor of plant protection at Winter Street and Taylor Street. Since tornado danger can last any length of time, employees should remain in a protected area until they hear the signal.

In memory

Frances O. Rose, 2903 Westbrook Drive, died March 18. She was a winder in SMD, Building 4-2, prior to retiring in 1968.

Floyd R. Saylor, 636 W. Creighton Avenue, died March 17. He was a stockkeeper in SMD,

Building 6-3, when he retired in 1961.

John N. Schrelber, Bluffton, died March 15. He worked in the power house at Taylor Street prior to his retirement in 1972.

Menu

Monday, Mar. 30 — chicken noodle soup, chili mac, Canadian bacon.

Tuesday, Mar. 31 — beef rice soup, turkey tetrazzini, Salisbury steak.

Wednesday, Apr. 1 — lima bean and bacon soup, ham and boiled cabbage, sliced roast beef.

SPECIAL: Mexican fiesta.

Thursday, Apr. 2 — French onion soup, beef with Spanish noodles, breast of chicken.

Friday, Apr. 3 — vegetable soup, macaroni and cheese, baked ham, batter dipped fish.

Where to turn for help with GE benefits questions

The first source of help in questions about GE benefits are the Employee Benefits Summary Plan Description booklets. (A sample of each is printed at right.)

If you do not have both booklets, ask your supervisor for them. The latest editions were distributed after Jan. 1, 1980.

If the benefit booklets do not provide the answer, you may contact your employee relations representative, whose names are listed at right together with their telephone extension number and location. They can refer you to the proper source of further information if they themselves cannot answer your question.

If you need specific information about technicalities of a plan, the people listed in the lower portion of this article may serve your needs best.



Broadway

General Purpose Motor

Hourly Doug Pipes, 2976
or Ginny Burkett, 3418, 4-1

Nonexempt Ellen Durnell, 2684, T.S.

Exempt Peter Oksala, 3363, T.S.

Hermetic Motor Operation

Hourly Ginny Burkett, 2467, 18-4
or Dottie Askren, 3336, 18-4

Nonexempt or exempt Dottie Askren,
3336, 18-4

Components Sales Dept.

All employees Pat Harris, 3338, 18-5

Specialty Transformer

Hourly John Pcolinski, 3604
or Mearvin Ruhl, 2759, 31-1

Nonexempt John Pcolinski, 3604, 31-1

Exempt Mike Havert, 2170, 26-2

Motor Technology Operation

Hourly Max Greeno, 3342
or Jack Hughes, 2304, 19-5

Nonexempt Sharon Beckman,
2663, 19-5

Exempt Fred Eckart, 3342, 19-5

Specialty Motor Department

Hourly Doug Pipes, 2976
or Ginny Burkett, 3418, 4-1

Nonexempt Marla Hall, 3528, 4-6

Exempt Marla Hall, 3528, 4-6

Taylor Street

General Purpose Motor

Hourly Fred Andrews, 2832
or Bill Davies, 3630, T.S.

Nonexempt Ellen Durnell, 2684, T.S.

Exempt Peter Oksala, 3363, T.S.

Specialty Motor Department

Hourly Pat Mannion, 2213
or Bill Davies, 3630, T.S.

Nonexempt Pat Mannion, 2213, T.S.

Exempt Marla Hall, 3528, 4-6

Wire Mill & Transportation

Hourly Max Greeno, 3342
or Jack Hughes, 2304, 19-5

Nonexempt .. Sharon Beckman, 2663, 19-5

Exempt 3342, 19-5

FORMS: Wire Mill, Hourly... Kathy Harmon, 3382; Nonexempt & Exempt... Linda Fritz, 2658; **Transportation**... Linda Nycum, 3641

Winter Street

Hourly Willie French, 7296, W.S.

Nonexempt Ellen Durnell, 2684, T.S.

Exempt Peter Oksala, 3363, T.S.

IN GENERAL, ALL FORMS ARE AVAILABLE FROM EMPLOYEE RELATIONS OFFICES AT YOUR LOCATION

For assistance on specific benefit questions, contact:

GE Insurance Plans

Medical Claims Rita Litchfield,
Jenny Howell, Bernita Stevens
or Sally Warwick, 7314, W.S.

Weekly Sickness & Accident
Becky Berquist, 7319, W.S.

Personal Accident Insurance, Long Term
Disability, Dependent Life Insurance
Carolyn Hirsch, 3634, 18-1

Life Insurance & Dismemberment, Life Insurance
(claims processing)
Margie Guinn, 2768, 18-1

Additional Life Insurance (Exempts)
Chauncey Miller, 2768, 18-1

Investment Plans

Savings & Security Program, Vacation Banking,
Savings & Stock Bonus, Regular Savings,
Retirement Option Account, Holding Period Fund
Winnie Dixon, 2220 or
Walt Nielsen, 2879, 18-1

Employee Stock Ownership Plan
Doyt Schaadt, 2380, 18-1

Pension Plan

General Sharon Harter, 2745 or
Chauncey Miller, 2768, 18-1

Pension Service Restoration, service terminations other than retirements
Ruth Woehner, 3634, 18-1

Other Benefit Plans

Emergency Aid Plan, Vacation, Holiday,
Educational Assistance, Sick Pay, Salary Continuance, Suggestion Plan, Military Service, Jury Duty, Death in Family Pay...

see your Employee Relations Representative listed above

Layoff Benefits Hourly & Nonexempt employees see the designated Employee Relations representative in your area for explanation of Income Extension Aid and Unemployment Compensation. Exempt employees contact your Employee Relations representative. (Directory shown above)

Employee Product Purchase Plan (Courtesy Discount) Gerry Carner, 2912, 18-1

ALLEY CHAT By Connie Houser

Team No-Tap Tournament starts next week

The new Spring Team No-Tap Tournament will start on Wednesday, April 1 and run through Friday, May 15. The team event will include four bowlers — all men, all women, or mixed. First place cash prize will be \$300. Also, bowlers in the team event will be bowling for the singles' first place prize of \$75. The prize fund is based on 100 entries. The GE Club will donate \$500 towards the total prize list based on 100 entries. In this tourney, nine pins on the first ball count as a strike. All ABC or WIBC sanctioned bowlers are eligible. The tournament has an 80 percent handicap. Call the GE Club, Ext. 2042 for more information. Entry forms are now available.

LEAGUE WRAP-UP

Monday Nite Ladies		Small Motor League	
Crystal Schneider	189	Dave Knepple	238
Pet Walker	182	Dean Crum	231
		Bob Crabtree	219
Tuesday Afternoon Ladies		Senior Citizens (Thurs & Fri)	
Louise Young (204)	504	Edne Lower	182
Marthe Musselman 3-6-7 split		Gretchen Garrett	182
		Lucille Sasser	181
Hermetic League		Apparatus League	
Scott Putt (225-212)	831	Tom Schmitt (214)	603
Brent Cleveland (214-212)	615	Steve Scherer	221
Emmitt Smith (244)	601		
Doug Haller (216-224)	600	Emmaus Married Couples	
Deve Dasher	238	Bob Rietdorf	224
Dude Kamphues	223		
Rich Warren	212	Friday Nite Taylor St.	
Hermetic led this week with 18 200-or-better games.		Don Stapleton	215
Tom Uhrick 4-7-9 split			

Monday Morning Ladies

Virginia Fletcher	520
Elsie Oliver (191-181)	519
Nellie Tappmeyer	192
Ardola Metker	161

GE Office League

Wayne Herrberg	257
Roy Elwood	232
Homer Jeffrey	213

Wednesday Owl League

Jerry Lytle	226
John Rizzo	214
Bob Bellis	212

Friday Nite Ladies

Sandy Sanders (196-182)	502
Callie Allen	196
Mary Omo	193
Gertie Jones	188
Merilyn Kleber	182

Hia & Hers League

Cheryl Remmert	184
Bill Remmert (226)	808

Jack & Jill League

Frances Kalko (166)	510
Elaine Hofacker (200)	501
Judy McInturf	191
Rosy Ort	161
Steve Ort	210

Pete & Tillie League

Robin Rieger (201-196)	543
Jim Rieger	212

Mewe & Paws League

Marie Hughes (184)	507
Ann Huttinger	508
Pat Cames	196
Gil Carl	222
Warren Wickliffe	221

Sunday Nite Mixers

Gloria Baeske	503
Mary Kern	194
Kathleen McMaken	163
Don McMeken	211

Campers plan season

The 1981 schedule for the General Electric Camping Club is: April 24-26 — Reservation Campground near Peru; May 15-17 — Chain Of Lakes State Park; June 12-14 — Marbrook, near Marion, Ind.; July 10-12 — Dew Drop Inn, near Churubusco; August 14-16 — Amishville, near Berne; September 11-13 — Salamonie Reservoir; October 9-11 — Dew Drop Inn.

Anyone wishing to join or wanting more information can contact Virgil Huguenard, Building 26-B or Route 1, Monroeville.

For April retirees, next assignment . . .

Darwin V. Stout retires with 40 years of service. He began on the multiple spindle drill press in Building 4-3. His final assignment was methods and time standards, GPM, Section 13, Broadway. "Good GE benefits will allow us to enjoy retirement life in a more leisurely fashion — especially a lot more time for travel."



David T. Thomas retires with 15 years of service. He started as a checker-marker, GPM, Taylor Street. His final assignment was guard at Taylor Street. "I hope I can relax and enjoy life. I really appreciate GE's insurance program, especially the long term disability. It helps so much."



Doris I. Garr retires with 30 years of service. Her first assignment was assembling DC coils on cores in FHP Motor, Building 4-3. Her final assignment was application planning and wage clerk, GPM, Section 13. "GE has a good benefit package. I will enjoy the early retirement portion. My future plans are to rest, fish, then possibly do volunteer work."



Donald I. Macon retires with 39 years of service. He began in wedge fields, GPM, Building 17-2. His last assignment was in winding - set up, HMO, Building 17-4. "I plan to winter in the Southwest and garden at home in summer."



. . . is to relax, enjoy benefits

The following employees are retiring April 1, 1981, but chose not to have their photographs in the GE News:

Harold W. Wiegman, set-up person, GPM; Robert W. Knoll, tester,

STD; Dorothy A. Goode, wedger, GPM; D. Mercedes Goins, assembler, STD.

Also, Marian J. Aubrey, general clerk, SMD; Dorothy W. Bixler, leading operator, GPM.

ADLETS

RIDE WANTED

OR RIDERS from Kendallville to Bdwy, 2nd shift. 1-347-2427.

FOR SALE

GE WASHER & DRYER, hrvt gld, \$225. 485-2111.
ELEC. HOT WATER HEATER, 67 gal., \$25. 432-4611.
'64 BUICK LESABRE CONVTL, restored, \$2,900. 446-8123.
WOODED LOT, .8 acres on Wallen Rd., aft. 5:30 p.m. 484-3068.
HANDCRAFTED GIFTS & CANDLES. 422-1776.
FM RECEIVER w-turntbl, cover & spkrs, ex. cond. 432-8809.
PRERECORDED VIDEO CASSETTES, \$25 ea. 456-7392.
8-N FORD TRACTOR & equipment. 1-723-5339.
TROY FURROWER, like new, \$20. 1-635-2127.
'80 FORD GRANADA, 4 dr, auto, air, pwr, 6 cyl, low mileage, reas. 484-7393.
Z RIMS, 2, 15", \$10 ea. 747-5487.
'79 CHEV 4x4, nvr off rd, all stock w-hop cap package. 446-6183.
'80 FORD PICKUP, \$4,850. 447-5079.
RECORD PLAYER w-AM-FM 8 trk. 749-5682.
'72 TRAVEL TRAILER, 14', Tag-a-long, self-cont., \$1,200. 594-2797.
'72 VW, Type III, good gas mileage, \$800. 1-357-4684.
'74 CHEV VAN, pwr, good cond., 58,000 miles. 446-7163.
'73 MERCURY WAGON, wrecked, but runs good, \$250. 1-824-3341.
ROCKER-RECLINER, good, \$100. 743-7617.
MOBILE HOME on 8'x42' private lot, lake front w-dock. 484-3772.
3 PC. SECTIONAL SOFA, blk naug., ex. cond., \$200. 483-2098.
KIMBALL ENTERTAINER ORGAN, ex. cond., bst offer over \$500, before 1 p.m. 493-2836.

AMERICAN RIFLEMAN MAGAZINES, '57-'80 complete, \$125. 432-3274.

'73 MOBILE HOME, 2 bdrms, den, crpt, drapes, FP, cen air, ex. cond. 489-9590.

'73 MERCURY MARQUIS, loaded, maroon, good tires, \$1,200 or bst offer. 344-1477.

'80 SUNFISH-SHADOW, 14', ex. cond., \$950 firm. 485-7539.

QUEEN SIZE MATTRESS & box springs; gas stove. 424-8607.

WEDDING GOWN, sz. 11-12, satin lace, long veil, nvr worn. 745-0364.

NIMROD CAMPER, new tent, canvas, slps 6, \$450. 749-0317.

POWER PACK, Cobra regulated 13.8 V, 2 amp output. 424-2807.

SEWING MACHINE in cabinet, ex. cond., \$50. 447-3423.

275 GAL TANK w-160 gal. fuel oil. 489-5237.

'72 MOTOR HOME, 24', slps 8, new tires, ex. clean, \$4,950. 1-824-3195.

'68 CAMARO, complete or parts, bst offer. 747-0051.

CHORD ORGAN, \$25. 745-9271.

.50 HP MOTOR PUMP & TANK, \$30; slim-gym, \$10; roller massager, \$95; sink, \$5. 1-627-2525.

'71 SKYLARK, 4 dr., one owner, ex. cond., \$525. 422-7817.

'74 IMPALA, good engine, body needs work, \$300. 485-2404.

'77 LTD WAGON, 4 dr., runs great, 52,000 miles, air, pwr, silver, \$1,950. 493-3047.

FISHERMAN'S SPECIAL, Backwater Lake, one bdrm, year around, \$11,000. 483-5367.

NEW BABY BED & matchg chest, crib, riding horse, car seat; 3 spd bicycle. 622-7413.

HAND GRINDER, variable spd & kit, new, Craftsman, \$60. 447-4066.

WASHER & DRYER, ex. cond. 489-5770.

RECORD PLAYER, \$10; stand, \$5; kg sz hdbdboard, \$30; gym set, \$20. 749-0159.

'74 CHEV IMPALA, 2 dr., pwr, air, one owner, 1-244-6255.

TRAMPOLINE, indiv. size. 432-7356.

WANTED

GAS DRYER, good price & cond. 456-6974.

TRAILER OR SMALL COTTAGE on lake front, prefer beach, reas. 639-3365.

GE MOTOR, .50 HP or .75 HP, 1725 RPM. 749-9902.

LIONEL & American Flyer trains, any cond. 1-724-8011.

OLD CAR in good cond., will pay up to \$400. 485-0479.

CHAIN SAWS, any cond., aft. 6 p.m. 426-5652.

TWIN BED w-mattress & springs. 456-4079.

14' ALUM FISHING BOAT, good, reas. 485-9244.

TRADE S&H STAMPS for M&M stamps, any qty. 1-625-4726.

USED UNICYCLE, good cond., reas. 447-2886.

SERVICE

LAUNDRY in my home, southeast. 456-8300.

HOME REPAIR. 485-2819.

TAXES PREPARED, professional, reas. 456-7180.

HOUSECLEANING, \$25/job. 747-5531.

PHOTOGRAPHY, weddings, portraits, framing, etc. 432-9753.

FOR RENT

ONE BDRM FURN. APARTMENT, upper, \$160/mon., util. pd, near Bdwy GE. 432-7883.

LOST

LADY'S GLASSES, blue. 484-5883.

FREE

EMPTY LEGG CONTAINERS & Pringles cans. 745-1666.

GERMAN SHEPHERD & collie mix, 2 yrs. old, good home. 639-6618.

PUPPIES, 6 wks. old. 597-7216.

MALE IRISH SETTER, AKC papers, 6 yrs. old, loves people, moving. 728-2532.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

Q & A

Benefits:

- Insurance coverage for retirees

Q. I am retired and don't understand if I have coverage under the GE Dental Assistance Plan. I'd like to know. — Elva Hake

A. Employees who retire prior to age 65, and their eligible dependents, have coverage under the Dental Assistance Plan until the end of the month in which the retiree reaches age 65. Employees who retire after reaching age 65, and their dependents, are not eligible for coverage, and benefits end on the date the employee retires.

Current retirees (including those retired because of disability) under the age of 65 have coverage. Retirees over the age of 65 are not covered.

—Charles E. Welch, manager of communication and relations planning, Building 18-3, Ext. 2719

Q. Please describe the medical insurance coverages available to retirees.

—Francis McBride

A. Medical coverage under the GE Insurance Plan continues for retired employees and their covered dependents until the end of the month in which the retiree reaches age 65. The required contributions for dependent coverage must be paid by the retiree.

At the end of the month in which the retiree reaches age 65 — or retires if over 65 — coverage will be provided under the GE Medical Care Plan for Pensioners for the retiree and spouse if:

- The retiree had 10 or more years of continuous service when he retired, and
- The retiree was insured under the GE Insurance Plan for as long as he was eligible during the 10-year period immediately before the end of the month in which he reached age 65 — or the month the person retired, if he retired after 65.

Coverage under the Medical Care Plan for Pensioners supplements the benefits provided by Medicare and is provided at no cost to those eligible.

If you become eligible for the Medical Care Plan for Pensioners (on or after July 1, 1979) but have a younger spouse under age 65 or you have eligible dependent children, you have an option. You can elect, within 31 days of your 65th birthday, to continue their coverage under the GE Insurance Plan until your spouse becomes eligible for Medicare at 65 or for as long as your dependent children remain eligible dependents. You must make the required contributions to continue this coverage.

The GE Dental Assistance Plan provides dental coverage for retirees under age 65 and their eligible dependents.

Pensioners who are age 65 or over can enroll for coverage under the Pensioners Hospital Indemnity Plan. This plan pays benefits for hospital confinements of the retiree or the retiree's spouse. Cost for this coverage is \$3 a month for each person covered under the plan. You must join this plan within 31 days after you first become eligible at age 65 or at the date of retirement, if retirement occurs after 65.

Eligible retirees are also covered under the Pensioners Prescription Drug Plan which became effective Jan. 1, 1980.

—Chauncey Miller, manager of benefits Building 18-1, Ext. 2768

Q & A

Mail to: GE News
Bldg. 18-3

Here's your chance to find out how to get the most out of your GE benefits — Dental Assistance Plan, Savings and Security Plan, Retirement Option Account, Pension Plan, Long Term Disability Income Plan, vacations, insurance, you name it. Just send your question to the **GE News**, and we'll see that it gets to the right person. We'll print your questions and answers in the **GE News** as space permits.

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

BULK RATE
U.S. POSTAGE
PAID

FORT WAYNE, IN
Permit No. 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

20302 NI ENIAM
SEC 900 WEBSTER ST
ORDER DIV-PERIODICAL
FEBRUARY 1981



"Zone VIII training was worth all the effort and more," says Mary Tinker, shown here measuring with a micrometer under the watchful eye of Don House, program supervisor, during class last summer.

Zone VIII training — 'It's great'

When Mary Tinker was laid off her motor assembly job, she had something to fall back on — her experience and training in the Zone VIII program.

Mary is now operating a cutoff lathe on second shift at Taylor Street. She learned some of the skills required on the job, including how to read a micrometer and how to sharpen her own tools, at Ivy Tech last summer.

"I tell everyone I work around that they should try to get into the

program. It is great for people who have little mechanical ability but are willing to learn," she says.

"It was surprising to me what I was able to learn in 10 weeks. We learned several advanced things in class at GE before we even started working on projects at Ivy Tech."

She says the instructors were helpful, too, "because they were willing to take the time to encourage me to better myself. I think the program is great."

— Training —

Continued from Page 1.

Work Zone VIII training is part of General Electric's commitment to equal opportunity employment outlined in the company's agreement with the Equal Employment Opportunity Commission. The program objective, as stated in the agreement, is to provide formal training so that qualified women and minorities will be in a position to compete for jobs in Work Zones VII and VIII.

Completion of the course does not guarantee placement in these work zones, nor does it automatically qualify graduates for the agreement's Promotion Incentive Bonus. The bonus applies when an employee obtains a permanent upgrade to Zone VII or VIII.

However, House noted that training also enhances participants' opportunities for placement in other areas using similar skills, provides a solid base in crafts training and a chance to experience the challenges of machine shop work.

House also pointed out other important aspects of the program, as follows:

Pay continues

During the five weeks of training at Ivy Tech, dayworkers will receive their current paid rate. Incentive workers will receive their memo daywork rate (job rate) in effect at the time the trainee transfers to Ivy Tech.

Temporary assignment

Each trainee's assignment is con-

sidered temporary and an employee replacing the trainee will also be considered temporary. That assures all trainees may return to their previous assignments (production requirements and seniority permitting) following completion of the program.

All shifts eligible

Classroom work during the first month of the training has been arranged to take place after regular first shift; however, employees from all shifts are eligible to participate on their own time.

Class 'E' Special



**GE COFFEEMAGIC®
10 CUP DRIP
COFFEEMAKER (DCM 10)**

• Brews 2 to 10 (5-oz.) cups.
Automatic Keeps-Warm
unit. Uses disposable
paper filters.

Employee price	\$17.99
Less mail-in rebate	5.00
Net cost	\$12.99

YOUR EMPLOYEE STORE

1030 Swinney
10-5:30 Daily

General Electric News

APRIL 3, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 13

But economy shows weakness

Fort Wayne GE employment rebounds gradually

The employment picture has brightened in recent months at Fort Wayne GE, and the latest operation to pick up is GPM Broadway.

"We have posted about 50 additional jobs here at Broadway since mid-February," says Doug Pipes, specialist in union relations.

Fort Wayne GE employment hit a low for 1980 of nearly 4,200 employees in October. Since then, employment has climbed gradually, to over 4,550 in March, says Lois Neloms, Fort Wayne GE employment manager.

"Employment levels for salaried and hourly employees reached their lowest levels last September and October," she says.

By mid-September the number of Fort Wayne GE employees laid off during 1980 totalled about 700. By the end of February the number had been cut to fewer than 300. About 100 of those recalled replaced employees who left the company for retirement or other reasons. The rest were added to meet increasing order rates.

Specialty Motor Department employment plummeted the farthest and fastest last year, following a steep drop in housing construction and the economic recession. Thanks in part to a summer heatwave, SMD has boosted total Fort Wayne employment from a low of about 290 employees last September to over 500. This includes the recall of over 230 hourly employees at Taylor Street.

"We've called back about all the employees we are going to at this point," says SMD Plant Manager Otis Price. "Now we are trying to fine tune our operation to meet our line rate targets. Business looks steady until shutdown time."

ness looks steady until shutdown time."

Hermetic Motor Operation and the Motor Technology Operation followed roughly the same pattern as SMD — bottoming out in the fall and gradually increasing business and employment since then. Total HMO employment is expected to hold steady at about 360, up from a low of 270 in August.

Two local businesses that have not followed that pattern have been GPM and Specialty Transformer, which is not in the Component Motor Division.

Specialty Transformer started in 1980 at an employment low and hit its highest employment level for 1980 in December. During that time, employment climbed from about 830 people to over 950. Employment has dipped close to the 900 level since then.

GPM also started 1980 off with its highest employment level for the year, but that was followed by a long, gradual decline from about 2,180 to nearly 1,600 by February, 1981.

The turnaround came last month for GPM, namely in the AC motor operation at Broadway.

The duration of the current business improvement will depend on meeting customer needs and on the health of the economy.

Interest rates recently have declined — a good sign for most local GE businesses — but housing starts dropped sharply in February and the falling index of leading economic indicators indicates a possible economic recession in 1981. All these factors could have an impact on employment levels here.



"I'm very happy to be back," says Lynn Korte, an office machine operator recently called back to work at GPM, Broadway. Employment has been on the rise at Fort Wayne GE since October, but economic indicators suggest business conditions could weaken in coming months.

Key is meeting delivery schedules

GPM strives to hold onto job gains



Larry Forst, laid off from GE June 21, is back at GPM Broadway, where strengthened markets for business equipment have helped boost AC motor production and employment recently. "I had two weeks of unemployment left when they called me back," said Forst.

What GPM Broadway has won with quality, it intends to keep by delivering customer orders on time, says Materials Manager Bob Guezuraga.

The reputation of the AC motor line at Broadway for building quality motors has won business away from a Japanese competitor (Hitachi) and created jobs for people here in Fort Wayne.

"We need to realize that we can lose the gains we've had in business and employment," notes Guezuraga. "Our on-time motor shipments have slipped in recent weeks, and our customers are concerned. We have an excellent opportunity to bring business here, if we can regain the excellent performance to schedule levels we have achieved in the past.

"If we can gain market share by meeting customer needs during the present upturn, we can help protect ourselves from some of the effects of future business downturns," he adds.

Guezuraga listed the following reasons for the recent increase in orders for GPM AC motors:

- GPM's business equipment customers took their inventories way down at the end of 1980, but are now building them back up.
- The office equipment business for such customers as IBM and Hewlett Packard is picking up.
- GPM competitors have been having problems with quality and delivery of motors.
- GPM has gained market share with customers it has been courting for a long time.

Fenoglio appointed Refrigeration Products general manager

William R. Fenoglio has been appointed general manager of the Refrigeration Products Division headquartered at Appliance Park, Louisville, Ky.

He was general manager of General Purpose Motor Department, headquartered in Fort Wayne, from Feb. 1, 1980, until March 30, 1981, when his new appointment became effective.

Fenoglio previously was general manager of Specialty Motor Department from 1977 to 1980, and has been with GE since 1961.

He began his GE career on the Technical Marketing Program and was a sales engineer in the Components Sales Department before joining SMD in 1970. At SMD he held positions as sales manager, manager of materials and marketing manager.

In his new assignment, Fenoglio will report to the senior vice president and group executive of the Major Appliance Business Group.



Social Security lays foundation for many GE benefits

Social Security provides valuable benefits for millions of recipients each year and lays the foundation for many GE benefits as well.

Since Jan. 1, both GE and GE employees have been paying increased Social Security taxes to help keep benefits up to date and to support the growing number of people in the Social Security age group.

Each employee is paying a Social Security tax equal to 6.65 percent of the first \$29,700 of earnings. Last year the rate was 6.13 percent on the

first \$25,900 of earnings.

GE pays to Social Security an amount equal to what all employees pay. Last year, Fort Wayne GE operations paid about \$5 million in Social Security (or FICA) taxes. This year, because of the tax increases and projected employment increases, Fort Wayne operations will pay about \$6 million, estimates Justine Coudret, analyst of reports and statistics in the personnel accounting office.

Employees will pay a maximum of

\$1,975 each this year. Those earning less than \$29,700 will pay less than the maximum amount.

GE's Russell Hubbard, a corporate employee benefits staff member notes, "Social Security is now the basic source of retirement income for most older Americans, as well as the basic source of disability and survivor income, and medical benefits (Medicare). In 1980, more than 36 million people — retired, disabled, survivors, and dependents — received monthly Social Security

benefits totaling a significant \$156 billion, helping to improve their participation in the economy."

In addition to retirement income, Social Security benefits include survivor benefits for eligible dependents, Medicare, disability income for all who have the required Social Security credits, and kidney dialysis.

"When GE people retire today," Hubbard concluded, "Social Security forms the foundation on which GE pension and retirement benefits can build."

Employees spring into retirement

Anna Perlman retires with 38 years of service. Her first assignment was in stack specials in Building 26-2. Her final assignment was floater in STD. "I plan to take one day at a time and be happy."



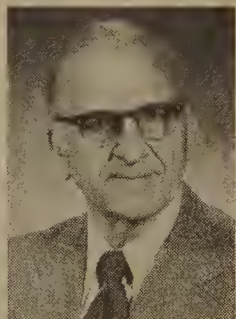
Raymond "Bob" Crippen retires with 40 years of service. He began on the hydraulic press in Building 26-1. His final assignment was as group leader in STD. "I enjoyed the time I spent with my co-workers and plan to enjoy retirement."



William E. Shryock retires with 24 years of service. He started in Central Marketing sales promotion at Taylor Street. His final assignment was advertising and sales promotion specialist at GPM, Taylor Street. "I'm on the move to California."



Mirwood "Bud" Dunlap retires with 43 years of service. He started in the Apprentice School as a machinist apprentice. His final assignment was mold and die maker, MTO, Building 19-4. "I wish to express my appreciation to the many friends I have made in my 43 years at GE. My plans include mushroom hunting, gardening, fishing and reserve police duty."



Herbert C. Langer retires with 40 years of service. He began in the Apprentice School and had a final assignment as model maker, SMD. "I plan to do some traveling and spend more time on my wood-carving and gardening."



Carl R. Banks retires with 40 years of service. He started as an electrician in STD, Bldg. 26-2. His final assignment was electrician in Area Services, Taylor Street. "GE has been a good place to work the last 40 years. I'm looking forward to enjoying the many retirement benefits the next 40."



Preston H. Hille retires with 41 years of service. He started in stack and assemble fluorescent stands in STD. His final assignment was lead operator in SMD, Taylor Street. "I enjoyed working at GE with my fellow workers. Now I want to relax and enjoy life."



Thaddeus "Thad" Lewandowski retires with 39 years of service. He began in the Apprentice School and had a final assignment as foreman, GPM, Winter Street. "Retirement is part of the process and I'm happy to have reached it. I'll miss the fine people I have worked with."



Eugene "Gene" Scherer retires with 41 years of service. He started on electrical test in STD, and his final assignment was order clerk in STD. "Having spent many years at GE, I intend to enjoy my retirement taking each day at a time. I'll miss my friends and associates."



Retirees not pictured:

The following employees are retiring April 1, 1981, but chose not to have their photographs in the GE News: Marvin J. Denney, grinding operator, GPM, Taylor Street; David E. Dunfee, screw machine operator, Building 6-3, GPM; Edward F. Koontz, group leader, STD, Building 19-1.



GE pensioners **Ed Myers** (left) and **Lenard Pequignot**, formerly with STD, discuss Social Security and GE benefits at a recent pensioners' potluck at the GE Club. Pequignot said, "I know a lot of people who appreciated the last raise in GE pension benefits. I trust the pension plan. I think it is secure. The story below tells how GE benefits and Social Security work together to provide retirement, disability, medical and survivor benefits."

GE plans, Social Security work together to provide valuable benefits

By **Chauncey Miller**
Manager of benefits

Here is how GE benefit plans combine with Social Security benefits to provide various forms of financial security:

GE Medical Expense Insurance: If you or one of your covered dependents is eligible to receive benefits under Medicare, GE benefits will be coordinated with benefits of Medicare, so that the total amount payable from all plans will be up to 100 percent of the "covered expenses."

The GE Medical Care Plan for Pensioners is provided at no cost for eligible retirees with 10 years continuous service. This plan pays benefits for hospital confinements for which benefits also are provided by Medicare. The GE plan continues to pay benefits if you or your spouse are hospitalized beyond the maximum 150-day period covered by Medicare.

The total lifetime maximum benefit payable to you and your spouse under the GE plan is \$21,000.

Benefits scheduled under the Pensioners Hospital Indemnity Plan also have been established in conjunction with Medicare schedules.

Long Term Disability Insurance provides a minimum base for disability income. In fact, your in-

come from a disability could be substantially greater when LTD I is combined with Social Security and any disability pension payments you may be eligible to receive from the GE Pension Plan.

The survivor benefits portion of the GE Pension Plan and various GE insurance plans pay survivor benefits to your designated beneficiaries. Social Security also pays survivor benefits to eligible spouse and children.

Retirement — You are eligible for full primary Social Security benefits at age 65. Reduced amounts are payable as early as age 62.

Benefits also are payable to your wife or dependent husband any time after age 62. If the latter benefits start at age 65, they will be half of yours.

Social Security retirement benefits provide the base on which the GE Pension Plan builds. Employees must enroll in the plan to receive the benefits.

Participants contribute 3 percent of their annual pay over \$9,000 through payroll deductions.

The company pays all costs of the benefit for the first \$9,000 earned each year, plus the balance of contributions necessary to provide the pension for which employees are eligible.

ALLEY CHAT By Connie Houser

Sanctioned bowlers eligible to win \$300

The GE Club welcomes all sanctioned bowlers in the Spring Team No-Tap Tournament that is now under way. The winning team could win \$300 for first place based on 100 entries. Each bowler also has a chance to place in the singles no-tap tourney and win \$75 based on 100 entries. GE employees, pensioners and families or friends may reserve alleys for the tournament, which runs through May 15. Call today Ext. 2042 or 743-8487 for information and reservations.

LEAGUE WRAP-UP

Hermetic League	GE Office League
Scott Putt 237	Bill Grace 247
Bob Keister 215	Don Bell 214
Brent Cleveland 212	Jim Plemens 210

Monday Nite Ladies	Adam & Eve League
Carey Ungerer 184	Joye Madden 192
Ruth Derrow 181	Maureen Rogers 188
Tuesday Afternoon Ladies	Kenny Rogers 222
Delores Fox 583	Don Pattee 217
(220-181)	Paul Yentes 214
Janie Fischer (215) 533	Cal Hapner 211
Bonnie Scaff (198) 512	Converted Splits:
Jan Kissinger (193) 505	Cindy Peconge 5-6-10
Senior Citizens (Thurs & Fri)	Emile Garrett 8-7-10
Lucille Sasser 189	Carl Draper 5-6-10
Lucille Shriver 183	Cliff Wagner 3-10
Zeno Fox 228	Cheryl Wagner 3-10
Lloyd Pinkerton 225	Hansel & Gretel League
Walter Doctor 219	Howard Hamman 602
Emmaus Married Couples	(228)
Richard Frede 221	Bob Bishop 211
Friday Nite Taylor St.	Sunday Sandbaggers
Pete Springer 213	Cheryl Remmert 551
Friday Nite Ladies	(190-191)
Liz Papen (180-181) 531	Mary Weiks (180) 504
Gertie Jones 505	Red Dillon 221
(190-181)	Guys & Dolls League
Sandy Gerdorn 195	Gert Snyder (200) 514
Callie Allen 194	Lisa Gonzales 190
	Maxine Tennant 180
	Jim Schwartz 215

In memory

Aloysius A. Fox, 2110 Parnell Avenue, died March 22. He was a stacker in STD, Building 27, prior to retiring in 1958.

William A. Slater, Bradenton, Fla., died March 19. He was a materials specialist in STD, Building 26, before retiring in 1975.

Merritt F. Julian, 2412 Fillmore, died March 23. He was a janitor in STD, Building 26-2, before he retired in 1964.

Menu

Monday, Apr. 6 — navy bean soup, braised beef with potatoes, sliced roast pork.

Tuesday, Apr. 7 — cream of mushroom soup, chicken and noodles, veal parmesan.

Wednesday, Apr. 8 — beef noodle soup, chili meat balls, sliced turkey breast. **SPECIAL:** Mexican burrito bowl.

can fiesta.

Thursday, Apr. 9 — chicken rice soup, beef stew, grilled ham steak.

Friday, Apr. 10 — Coney Island clam chowder, macaroni and cheese, Polish sausage with kraut, batter dipped fish.



Winner of the GE Club volleyball tournament was the Taylor Street team of, front: Charlie McCoy, Birdie Mollett, Bill Copeland, and Mike Marks. Back row: Dave Rasawher, Jim Stehlik, Jerry Voos and Charlie Hire (not pictured). Seven teams competed in the tourney.

Elex plans winery trip, shutdown cruise

Elex Club will host a trip to Michigan wine country on Saturday, May 2.

Elex members and guests will visit St. Julian Winery in Paw Paw, Mich., eat at Tippecanoe Place Restaurant (Studebaker family mansion) in South Bend, and visit the University Park Mall in Mishawaka.

Reservation deadline is April 20. Tickets are on sale (\$16 for members and \$17 for guests) at the Elex office, Building 18-3, Ext. 3555.

Elex is sponsoring a New England island cruise July 19-26 aboard the

American Eagle. The ship will visit Block Island, Nantucket Island, Martha's Vineyard and Newport, R.I. Contact Elex Club office, Building 18-3, Ext. 3555 for information to be mailed to you.

Fishing school April 16

Fishing school tickets are available for the April 16 session at the GE Club. Tickets sell for \$2 in advance or \$3 at the door. Doors open at 6 p.m., and the show starts at 7 p.m.

ADLETS

TIRES, D78-14, mtd on rims. 1-547-4192.
PICK-UP BED LINER, new, fits Ford Courier long-bed. 489-3950.

CHAIRS, 2, yellow-gold velour, \$75 ea. 625-4376.

TV CONSOLE, ex. cond., very reas. 749-5670.
36" SHYLO CAP, boat rack w-splr & ktchn, \$450. 422-6200.

'74 KAWASAKI 400, ex. cond., \$595, aft. 12 noon. 747-6267.

'70 KAWASAKI 250 CC DIRT BIKE, needs engine work, very reas. 693-9271.

'72 TRAVEL TRAILER, 14', self-cont., \$1,000. 1-594-2797.

'72 DODGE, good cond., aft. 4 p.m., \$400. 493-2384.

'78 DATSUN B-210, clean, low miles, 4 spd, new disc. brakes. 485-7130.

OAK TOP WORKBENCH, 36" x 92" metal dwrs, \$80. 432-4887.

'74 VIKING FLD-DWN CAMPER, slps 6, stv, ice box, awning. 1-925-2095.

USED SWING SET, 2 swings & porch swing, slide & chin bar. 622-7413.

NEW TIRES, 4, D70x14, mtd on 14" Ford beauty whls, nvr on road, \$350. 1-419-263-2405.

SCANNER, 5 band, programable receiver, \$100. 747-9620.

FORMICA KITCHEN TABLE, tan, 54' x 36', \$15. 485-7756.

DRAFTING BOARD, some instruments. 745-5626.

MAPLE SYRUP, \$4/quart. 639-3768.

TEN HOLSTEIN CALVES, small, on dry feed; baby goats. 1-824-2899.

8" TABLE SAW mtd on wood table, .5 HP mtr, \$50. 447-1077.

OLD BARN, native wood, tear down, aft. 4 p.m. 1-244-5806.

CEDAR CHEST, \$100; 10" table saw w-extras, Craftsman, \$275. 627-2533.

WANTED

MANAGER for GE Club men's softball league, Ext. 2042.

OLD NEWSPAPERS, will pick up. 484-4251.
ROTO TILLER, 5 HP, ex. cond., reas. 747-5461.
9' x 7' OVERHEAD GARAGE DOOR w-all parts, good cond. 424-0221.

WEIGHTS for teenager, aft. 5 p.m. 478-1015.
GOOD OLD CAR, ex. cond., up to \$400. 485-0479.

CANOE in good cond, reasonable. 693-9271.
LIONEL & American Flyer trains, any cond. 1-724-8011.

FOR RENT

APARTMENT, 3 large rms & bath, carpeted, util pd, near College. 432-3669.

SERVICE

CONTINUOUS GUTTER & ALUM SIDING, quality work, low prices, colors. 627-2429.

NEW ROOFS & reroofing, quality work, licensed. 432-5324.

HOUSECLEANING, general cleaning. 747-5531.

FOR SALE

'74 HONDA CIVIC, auto, 68,000 miles, some rust, \$1,535. 432-2414.

SICKLE BAR FOR TRACTOR, Sears; 2 male mallard ducks; '65 Corvair. 693-2357.

CB EQUIPMENT, 23 ch. base w-D-104 pwr mike; 40 ch. mobile-base ant. 432-5138.

CHINA, svc. for 8, nvr used, \$70; ktchn cabinets; dbl oven stv; bar. 749-0862.

20" GIRL'S BIKE w-banana seat & hi-rise hndl-bars, priced to sell. 485-9858.

TIRES: 3, G78x15; 1, F78x14; 2, G78x15 snow, very good cond, aft 5 p.m. 432-4611.

WASHER & DRYER, ex. cond.; Getzen trumpet. 489-5770.

5 PC. BEDROOM SUITE. 745-0897.

'78 CHEV., 4-whl drv, low miles, like new; '70 snowmobile w-10 HP Chrys. engine. 747-4304.

LEATHER COUCH, bwn, fld-out bed, make offer. 447-9621.

'70 AMC HORNET, 6 cyl, good running car, first \$100 takes it. 485-5764.

DOUBLE BBL. CARBURETOR INTAKE MANIFOLD for Chev. Vega, used less than 10,000 miles. 447-7968.

'74 OPEL, new tires, batt., 4 spd., AM-FM, 71,000 miles, blue, ex. cond., reas. 447-4427.

GO CART, 1 yr. old, \$175 firm; 52 gal. water htr, \$30. 637-6486.

DEACON'S BENCH, \$25; outboard mtr stand, \$20. 432-1632.

RIDING MOWER, 36", 8 HP, \$100. 432-5767.

HOUSE, 6 rms, 1 1/2 baths, immed. possession. 484-6369.

LAWN MOWER; 36" x 80" storm door; LP gas furnace. 424-8887.

DINING ROOM TABLE, rd, 4 chairs, dbl buffet, \$375. 456-5804.

20" FIVE-SPEED BIKE; 24", 10-spd bike. 447-5201.

ANTIQUE TABLE & SIX CHAIRS, cherry, ex. cond., 100 yrs. old, before 3 p.m. 422-4819.

EXERCISER, Sears, speedometer, odometer. 424-2807.

BOY'S SUIT. 3 pc., sz. 16, lt. blue, \$15. 745-2846.

'79 FAIRMONT MTR HOME, 14' x 70', fireplace, skirted, tie-downs, shed. 483-9284.

GUN CABINET, solid ash, storage below, plexi-glas doors. 447-9659.

LIVING ROOM SUITE, beige; stereo console; chest. 622-7413.

BUNGALOW, 4 rms & bath, SE on Plaza Dr., contract considered. 424-1064.

'71 PONTIAC T-37, pwr, 2 dr, \$300 or bst offer, aft. 6 p.m. 486-3195.

TYPEWRITER STAND, stl w-drop leaf, \$10. 447-4066.

WEDDING RINGS, set, yellow gold, \$300. 747-5349.

GOLF PULL CART, Ajay mdl 1100S, used one year, \$20. 485-1872.

FOX TERRIER, 1 yr. old, all shots & spayed, good with kids, \$50. 745-3021.

SLIM WHITMAN ALBUMS, solid gold, collector's item, \$29.95/set. 742-1549.

TANDEM AXLE TRAILER, 32' w-load ramps, hand winch, all stl, \$400. 489-9168.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

GPM advisers give deaf teens chance to run business

What could be more challenging than trying to sell snow shovels in summer-like 70-degree weather?

That is the challenge facing Junior Achievers at Country Glass, sponsored by General Purpose Motor. What makes the task even more challenging is that the teenagers in this business venture have hearing impairments, and many of them communicate only in sign language.

Imagine trying to sell a shovel without being able to speak and hear your prospect's questions. That is only one of many challenges that advisers Ev Cooper, Bobbi Moroney and Dick Feuse of GPM have helped these teens try to overcome.

They have grappled with the same types of problems any business must wrestle with — paying off bills and loans and meeting production deadlines. But the communications challenge has added a new dimension to this JA company, the first of its kind in Fort Wayne.

"It is very difficult to run a business unless everyone understands some basic concepts, like profit and quality," says Cooper. It was his idea to start a company for the hearing impaired. "The problem comes in trying to explain these abstract concepts."

Interpreter aids advisers

To help him, he has an interpreter who uses sign language, but important meanings often get lost in translation. Some of the teens read lips, and others can hear a certain range of sounds. As a result, keeping

an important business meeting going can be a major undertaking. Occasionally, when the Junior Achievers get to conversing among themselves Cooper flicks the room lights. That's the signal to "pay attention."

"I often have to ask them what they think I said, to make sure I get my messages across," says Cooper. "We've made a lot of progress in our first year, but we operate at a slower pace than a lot of other companies."

Company builds on successes

There have been some successes this first year. For instance, the first shipment of snow shovels sold "just like that," says Cooper with a snap of his fingers. Also, the company won an award one week for its performance on a written test of business knowledge.

"We learn a lot by doing in this company," Cooper adds. To help that learning process, Cooper relies on Dick Feuse for accounting expertise and Bobbi Moroney, a former Miss JA and the only hourly employee actively involved in Fort Wayne JA.

"I enjoy watching young people learn about business and themselves. I like watching them grow up," says Moroney. "These kids have lost a lot of their shyness since they first joined JA last fall."

As it turns out, JA is one of the few social events in the lives of many of those in Country Glass.

"Many of their parents tell me these kids live for Wednesday



Jane Baker (far left) translates in sign language for Junior Achievement adviser **Ev Cooper** (second from left) from GPM during a recent business meeting. **Valerie Wallace** helps lead the discussion, while **Connie Foreman** and **Ann Wagner** (far right) put the financial figures on a flip chart. This was the first year for the JA company, Country Glass, all of whose members have hearing impairments.

nights," says Cooper. "One girl, Ann Wagner, has not missed a minute of JA including the three-day trade fair at Glenbrook Shopping Center."

But JA is not all fun and games. With no snow in sight and 30 more shovels to sell to break even for the year, the hard realities of paying bills and making a profit had a sobering effect at a recent meeting. Slowly, the ideas came forth, and reluctantly each person committed

himself to a sales quota to take the company out of the red.

This first year has been a learning experience both for the advisers and the new Junior Achievers. Cooper has taken sign language classes and worked hard at communicating.

"Next year we'll all be able to build on what we've learned," he says. "JA has a lot to offer young people. There is no reason those with hearing impairments should be left out."

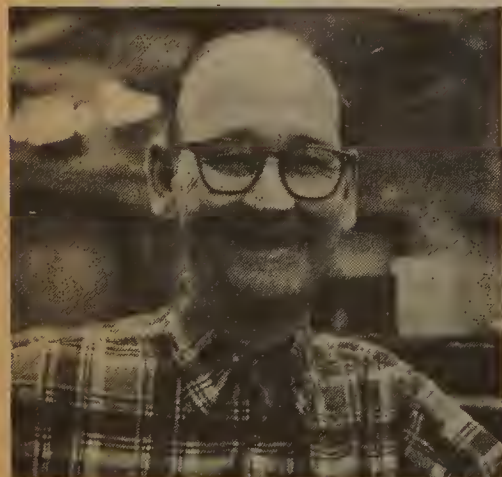
40 years of service



Walter Reynolds, Specialty Transformer Department, recently reached the 40-year milestone.



Gloria Prough, Specialty Motor Department, has celebrated 40 years of service with GE.



Morris Felger, Specialty Transformer Department, recently was honored for 40 years of service.



Harry Rinker, Hermetic Motor Operation, has celebrated 40 years of service with GE.

Prices on S&SP investments listed

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in February.

Month	Stock Price	Mutual Fund Price	Price	YTD Annual Income Rate		Price	Long Term Fund YTD Annual Income Rate
				1980	1981		
January	\$61.863	\$29.643	\$10.00	10.9%	13.1%	\$9.31	14.1%
February	63.118	28.834	10.00	10.9	13.1	9.07	14.3*

*At Feb. 28, 1981 the net current yield of the long term investment portion of the fund was 13.6 percent.

No GE News next week

The GE News will not publish an issue on April 10. Also, because of Good Friday, April 17, the second issue of April will be published April 16, a Thursday.

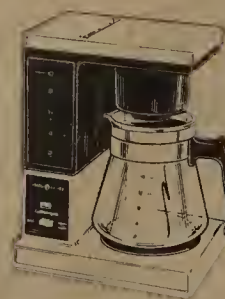
General Electric News

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Class 'E' Special



GE COFFEEMATIC®
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COFFEEMAKER (DCM 10)

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 Automatic Keeps-Warm unit. Uses disposable paper filters.

Employee price \$17.99
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YOUR EMPLOYEE STORE

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 10-5:30 Daily

PERIODICALS
RECEIVED

APRIL 16, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 14

General Electric News

Meehan to head GPM

James Meehan was named general manager of the General Purpose Motor Department effective April 6.

Meehan has been general manager of the Appliance Motor Department headquartered in DeKalb, Ill. since July 1979.

Previous assignments with Semiconductor Products Department included: president and managing director, ECCO Ltd., Dundalk, Ireland (May 1977-July 1979); product manager, Auburn and Syracuse, N.Y. locations (February 1975-May 1977).

Meehan was manager of the Medium Current Operation, manager of Manufacturing Engineering and manager of the Transistor Operation, also with Semiconductor Products Department during the period July 1970 through February 1975.



New challenges for '81

SMD makes best of 1980

During 1980, Specialty Motor Department employees made the best of a bad situation, namely the economic recession that took its toll on employment and sales.

"Our SMD team capitalized on the opportunities available in the negative environment," General Manager Marcel P. Joseph told salaried employees last month.

SMD accomplished its goals by improving productivity far faster than the national average, by cutting inventories, by reducing quality costs and by holding material cost increases to a minimum.

Joseph expressed admiration and had special words of praise for the accomplishments of the Taylor Street operation, where economic and market swings necessitated sharp cuts in line rates last spring, followed by increasing demand in the fall and winter months.

"This was no easy task. I applaud everyone involved for the excellent job that was done."

Joseph recently stated that SMD's challenge now is to maximize 39 frame output to meet the current peak demand. "At Taylor Street we must get our five-day production rate up to 26,000 and further maximize output by working at least two Saturdays each month through June. Failure to maximize 39 frame output in the second quarter could result in share lost to competition."

Jobs at stake

Joseph further noted that housing starts, the big driver of SMD motor markets, have been depressed for four consecutive months and anti-

See SMD, Page 4.

HMO plant manager makes 'airtight' case for building in reliability, squeezing out costs

"Although our order rates look stable through the first half of the year, we are in a cautious mode," Plant Manager Larry Rybicki recently told Hermetic Motor Operation employees in a series of meetings.

"It is difficult to predict what the economy will do and impossible to predict what impact the weather may have upon our business after the first half," he explained.

Employees called back to work

HMO added nine employees in March to help meet scheduled deliveries. Many of HMO's customers are still replenishing inventories of air conditioning units that were wiped out by the heat wave of last summer.

HMO produces rotors and stators that are sold to customers who manufacture central air-conditioning units, heat pumps, room air conditioners and commercial refrigeration. Compressors made from hermetic motor components are used in grocery and restaurant freezers.

"Most people don't realize it but



Hermetic Motor Operation employees listen as Plant Manager Larry Rybicki shows an application of HMO rotors and stators in a compressor. The show and tell was part of a business report to employees.

there are about 28 hermetic motors in the average McDonald's restaurant," Rybicki noted.

HMO's rotors and stators are

used in compressors, which in turn are sealed in airtight or "hermetic" vessels. (Hermetic means airtight).

See AIRTIGHT, Page 4.

New GE business to supply 'factory of future'

GE is increasing its ability to provide the major productivity products and systems for the re-industrialization of America, GE Vice Chairman Edward E. Hood Jr. announced at a news conference in New York on April 2.

He announced the acquisition of Calma Company, a major producer of interactive graphics equipment, and the formation of an Automation Systems Business which will market as its first product a multi-armed robot assembly system.

'The American workforce will be the beneficiary of the productivity revolution we intend to lead.'

The accelerating pace of factory automation is not expected to result in any serious dislocation of U.S. hourly workers, according to James A. Baker, executive vice president in charge of GE's Industrial Products & Components Sector, who also spoke at the conference.

"The American workforce will be the beneficiary of the produc-

tivity revolution we intend to lead, not the victim," said Baker, whose sector is spearheading the automation efforts of the company. "Without these advances, the trickle of jobs to overseas will become a torrent."

The new GE ventures announced by Hood completed a series of acquisitions, plant expansions and new business formations initiated by GE over the past two years. Hood said that the latest moves "now give GE the capability to supply electrical and electronic products and systems for the automated 'factory of the future', which will enable the U.S. to reverse the trend of declining productivity."

Hood said that the company's corporate strategy is to allocate the necessary human, technical and financial resources — nearly \$500 million to date for advanced and sophisticated automation technologies — to fill gaps in its offering of products, systems and services for factory automation.

Growing market

"With a customer base that urgently feels the need for productivity breakthroughs, we expect to be a significant factor in equip-

ping the automated factories of the future — a market that is growing well over 20 percent per year," Hood said.

The agreement to purchase Calma Company, a Sunnyvale, Calif. based subsidiary of United Telecommunications, Inc., was finalized April 1. It provides for a payment by GE of \$100 million and additional compensation of up to \$70 million geared to Calma sales over the next four years.

A major step forward

Calma's interactive graphics systems simplify product design and are a key link between engineering and manufacturing, and a major step toward "the paperless factory of the future," noted Hood.

The Automation Systems Business announced by Hood will market a broad line of advanced computer-directed assembly and handling robot systems.

Its initial offering is a multi-armed programmable assembly robot called Allegro, which is expected to gain wide industry acceptance for increasing productivity and improving quality. The company is accepting orders now for delivery later this year.

Q & A

GE benefits: • Life insurance for retirees

Q: Please describe GE life insurance benefits for a retiree age 62 to 65 and after age 65.

Virginia Harwood, Taylor Street

A: Life insurance coverage for retirees under age 65 is equal to the greater of:

- Two times your annual pay when you were last actively at work, or;
- Two times your highest annual pay in the last five years preceding your death.

The full amount of this coverage continues until you are 65.

Starting on the first month after your 65th birthday, your life insurance will be reduced by 2½ percent each month until it reaches the final amount that will continue for the remainder of your lifetime. If you had 10 or more years of service, for example, the final amount of insurance will be one-third of your average life insurance amount during the highest consecutive 5 years in the 10 year period you were insured under the plan before age 65. The example below illustrates how this reduction works.

EXAMPLE

Richard M. was insured under the plan for 30 years before he reached age 65. Here is how much insurance he had during the 10 years before age 65:

Age 64 - \$25,000	Age 59 - \$19,000
63 - 24,000	58 - 18,000
62 - 22,000	57 - 17,000
61 - 21,000	56 - 15,000
60 - 20,000	55 - 14,000

The average amount of Life Insurance he had during his highest consecutive 5 years in the 10-year period (age 64 through 60) was \$22,400.

Therefore, his insurance will reduce monthly by 2½ percent of his coverage at age 65 (\$25,000) or \$625. The reductions will cease when his coverage reaches the final amount of \$7,467 (33½ percent times \$22,400). This amount of life insurance continues for life.

Your life insurance amount after age 65 may be further reduced by as much as \$1,000 if, after age 65, you and your spouse receive medical expense benefits in excess of \$20,000 from the GE Medical Care Trust for Pensioners. This \$1,000 would be used to pay covered medical expenses.

For more details, refer to page 12 of your Employee Benefits Summary Plan Description booklet.

*Chauncey Miller
Manager of Benefits*

Q & A

Mail to: GE News
Bldg. 18-3

Here's your chance to find out how to get the most out of your GE benefits — Dental Assistance Plan, Savings and Security Plan, Retirement Option Account, Pension Plan, Long Term Disability Income Plan, vacations, insurance, you name it. Just send your question to the **GE News**, and we'll see that it gets to the right person. We'll print your questions and answers in the **GE News** as space permits.

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

GE phone number to change May 10

When the May 1981 edition of General Telephone's Fort Wayne Telephone Directory is distributed, Fort Wayne GE will be assigned a new main telephone number, announces George Lambroff, manager of telephone facilities here.

The reason is that General Telephone is transferring all numbers

with the 743 prefix to its new electronic switching office.

GE's number will change to 426-7431 on May 10.

In the meantime, people should take the new number into consideration when ordering stationery and other supplies with the telephone number on it, says Lambroff.



Helen Boschet, who works at the Wire Mill, operates a milling machine during Work Zone VIII training last summer at Indiana Vocational Technical College. "The instructors gave us the blueprints and we made the pieces," she says. "I'd recommend the training to anyone who is interested in this kind of work."

Training program 'terrific,' viewed as investment in future

"The Work Zone VIII Training Program was a terrific experience for me," says Helen Boschet, who now works in the Wire Mill. "I really learned a lot and got an offer for a better job because of it."

She turned down the job because of the shift it was on, but she is prepared for the right job when it comes along, thanks to her training last summer.

"I view it as an investment in the future," she explains.

Application deadline May 1

The deadline for applying for Zone VIII training is May 1. Since there may be as few as 12 openings this year, interested employees are encouraged to apply as soon as possible.

Eligible employees are those in jobs rated IR16, R17 or lower. Classes will begin June 2 and last for 10 weeks with a two-week break for shutdown.

"I received very good instruction," says Helen, who completed her training at Indiana Vocational Technical College last summer. "I never had any previous experience on any of the machines, but if you just take it one day at a time, you learn pretty fast. I got to run a lathe, drill press, grinder and end mill machine.

"The instructors gave us the blueprints and we made the pieces — they're the kind of jobs I would be

interested in," she adds. I'm glad I took the training."

Part of EEOC agreement

The program is designed to develop blueprint reading, mathematics and machining skills necessary to compete for jobs defined in the 1979 GE-Equal Employment Opportunity Commission Conciliation Agreement as being in Work Zone VIII. Included are hourly paid jobs considered to be entry level crafts with pay rate ranges of R18 to R21, C41 to C44, and IR17 to IR20.

Instruction will begin at a basic mechanical skills level so employees who have not been exposed to machining and fabrication operations will not be screened out.

Classes begin June 2

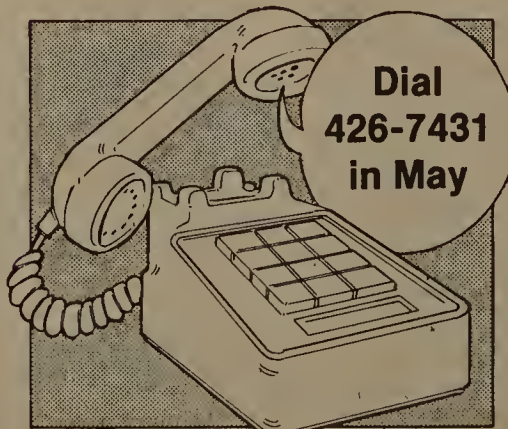
Classes will begin June 2 and meet each Tuesday and Thursday for five weeks in the 18-1 conference room at Broadway GE. Trainees who complete this classroom work will then be able to transfer from their present assignments to the Ivy Tech machine shop, located at 3800 North Anthony Blvd.

Beginning Monday, June 29, training will continue at Ivy Tech from 7 a.m. to 3:30 p.m., five days a week for five weeks. There will be a two-week recess for GE shutdown, and trainees will have one-half hour for lunch each day.

Instruction at Ivy Tech will include classroom work and hands-on instruction in the use of machines and measuring tools such as micrometers.

Applications available

Interested persons should obtain an application from their plant employee relations office as soon as possible and return the completed form to the office by May 1. Copies of the application will be posted on bulletin boards for employees to look over before requesting one from their employment office.



ALLEY CHAT By Connie Houser

Jean McDaniels rolls near perfect 286

The GE Club is winding down and is on the last stretch of the bowling race. Just before reaching the finish line Jean McDaniels of the Sunday Sandbaggers hit 10 strikes in a row to set a season record 286.

Entries for the Team No-Tap Tournament are available at the GE Club.

LEAGUE WRAP-UP

Hermetic League	Friday Nite Teylor St.
3/31/81	3/27/81
Bill Remmert 248	Elmer Asbell 211
Rich Warren 234	
Jim Collins 219-212	His & Hers League
Dick Hinkle 212	3/27/81
4/7/81	Cheryl Remmert 503
Emmitt Smith 238	Jim Weiks, Jr. 644
Rich Warren 226	Steve Thomas 227
Jim Collins 212	Tom Uhrick 213

Guy & Dolls League	Wednesday Owl
4/5/81	4/8/81
Sue Kroemer 193	Jay Miller 645
Brent Cleveland 210	John Powner 228-213
	Terry Dorman 214
Sunday Nite Mixers	Dick Meese 212
3/29/81	Monday Morning Ladies
Kathy McMaken 548	3/30/81
Donna Treesh 204	Virginia Fletchall 530
Bob Wagner 221	Maggie Hunter 517
Dale Baeske 210	4/6/81
	Elsie Oliver 544
Smell Motor	Virginia Fletchall 183
4/1/81	Emmeus Merried Couple
Max Christensen 602	4/2/81
Ed Fischer 226	Bob Rietdorf 218
Steve Thomas 223	
Gary Pace 222	Friday Nite Ladies
Bill Franklin 221	4/3/81
Rusty Patterson 220	Callie Allen 519
Carl Brandt 215	Sandy Gerdum 225
Doug Wells 210	Nancy Wysonog 196
Bob Deal 210	Mary Koontz 190
4/8/81	Georgia Thieme 190
Barry Confer 620	Donna Treesh 190
Dick Roberts 220	
Ed Fischer 215	

Adam & Eve League	Monday Nite Ladies
4/4/81	3/30/81
Justine Coudret 578	Sally Miller 532
Joan Crum 518	Vicki Ungerer 506
Kitty Jedlikowski 502	Martha Anderson 191
Kharis Roach 191	4/6/81
Cindy Amstutz 188	Vi Frances 503
Kenny Rogers 605	Mary Weiks 502
	Pat Walker 190
Jack & Jill League	Tuesday Afternoon Ladies
3/28/81	4/7/81
Betty Sheets 548	Bonnie Scaff 544
Janie Fischer 503	Jan Kissinger 188
Jean Reinking 181	
Jake Gongaware 608	Pete & Tillie League
Bud Harding 210	3/28/81
Sunday Sandbaggers	Robin Rieger 520
4/5/81	Paul Ragan 213
Jean McDaniels 532	
Mary Weiks 518	Senior-Citizens (Thurs & Fri)
Donna Shepler 188	4/2 & 4/3/81
Maw & Pews League	Esther Muzzillo 193
3/29/81	Mae Dial 192
Maria Hughes 573	Kate Winter 189
Helga Wickliffe 509	Louise Roberts 186
Jed Putman 233	Zeno Fox 213
Bob Carnes 222	Apparatus League
GE Office League	4/2/81
4/6/81	Rick Dunkin 224
Tom Schible 655	Tom Spillers 222
Skeets Lahman 220	Robert Schuelke 214
Gil Baker 219	Bill Amstutz 210
Tim Replogle 219	Merv Lowden 3-4-7 split



Bobby Murry (kneeling), gives instructions at the first of two Fishing School sessions. Thursday night the second session will take place at 7 p.m. at the GE Club. Doors open at 6 p.m.

ADLETS

FOR SALE

EBONITE BOWLING BALL w-carrying case; 4, 20" fluorescent light fixtures. 432-4803.

ELECTRIC FIREPLACE w-heater, very attractive, \$150. 747-7007.

EXERCISE BIKE w-timer & speedometer, 8 mos. old, reg. \$110, for \$75. 484-8086.

SIMMONS MATTRESS & box springs, qn. sz., 2 yrs. old, ex. cond. 749-8601.

SURFACE RANGE, \$65; wall oven, \$65; hood fan, \$12. 483-1936.

MAHOGANY DINING ROOM SET, 9 pcs. anti-que. 422-4819.

'64 MOBILE HOME, ex. cond, 20'x50', skirted, two sheds & many extras. 484-3068.

FROST-FREE REFRIGERATOR, 19.3 cu. ft.; 4, 24"x38" alum storm windows. 625-4776.

CONSOLE STEREO & 8 TRACK, dk pine, \$200. 749-2785.

BABY CRIB, mattress, mtchg. chest, Colonial maple. 493-2409.

'73 CHEV. WAGON; '71 Chevelle; '69 Chev. truck; 18'x36'x8' pool. 1-592-7279.

'74 CORVETTE STINGRAY, white, fully equip. 747-0352.

TYPEWRITER STAND, drop leaf, steel, \$10. 447-4066.

SERVICE MANUALS for '71 Ford pass. cars, \$10. 432-3274.

GE DISHWASHER; 40 gal. elec. water heater. 483-8719.

LOT & METAL SHED at Indian Springs Camp-ground, 2 mi. S. of Garrett. 489-6764.

BALL TRAILER HITCHES, 2, chrome plated. 745-5626.

'78 KAWASAKI 1000, loaded, 4,000 miles, show bike cond. 672-2736.

COMPLETE REESE TRAILER HITCH, 2 yrs. old, \$125 or bst offer. 432-4611.

'72 VW, Type III, good gas mileage. 1-357-4684.

SUZUKI 185 MOTORCYCLE. 639-6465.

25" B&W CONSOLE TV, \$45. 484-2888.

RADIAL or 10" table saw. 446-4462.

COTTAGE for season, aft. 4:30 p.m. 435-5581.

DOUBLE SNOWMOBILE TRAILER. 639-3365.

20" BICYCLE & misc. bicycle parts. 493-1431.

TWO-METER AMATEUR RADIO TRANS-CEIVER w-touch tone mike. 422-7754.

WOMAN'S 26" BICYCLE, balloon tires, \$20; Johnson 2.5 HP outboard, '40 model, \$35. 623-6611.

VW FRONT SUSPENSION SETUP, good for Dunebuggy, \$20. 486-3080.

INSULATED HOP CAP TRUCK CAP, \$200. 432-4217.

CHARCOAL GRILL, cast iron w-side shelf, \$20. 747-1315.

DRAFTING MACHINE, Vemco, good cond., \$25. 486-4177.

JOHNSON OUTBOARD MOTOR, 3 HP, \$150; 12' steel John boat. 1-351-3688.

'65 THOMAS ELECTRONIC ORGAN, good cond., \$450. 432-7153.

'72 TORINO, runs good, good tires, cheap, \$185. 432-8352.

NORMANDY WOODEN CLARINET, good, beginner thru high school, \$125; music rack, \$5. 623-6509.

'76 CENTURY 17' INBOARD, 351-V8 w-trailer, aft. 5 p.m., \$5,500. 1-488-2717.

'78 FORD BRONCO XLT, auto, air, pwr, hitch, clean. 447-2026.

NEW & USED FARM FENCE & STEEL POSTS. 627-5846.

COMPACT VACUUM CLEANER, like new, with all attachments. 432-2445.

'79 MONZA, nice, \$2,775. 627-5997.

'75 PINTO, new tires, runs good, 4 spd, 4 cyl. 693-3631.

'80 SKYLARK LIMITED, 4 dr., 4 cyl, auto, pwr, stereo, 30 MPG. 749-9809.

THEATRE CONVERTER, AM-FM radio, phono, \$50. 489-9547.

LOWERY ORGAN MDL 325, 7 mos. old, bst offer over \$4,995. 485-6824.

GARMENT BAGS, 2. 745-1630.

MOBILE HOME, 12'x65', w-8'x12' tip-out, Kozy Kourt, Ossian. 622-4037.

'74 CHEV. LAGUNA S3 COUPE, 71,000 miles, ex. cond. 432-0856.

TIRES, super wide, G60-14 on alum. mags, 2, \$125. 657-5463.

BEN FRANKLIN HEARTH, 36"; '54 Chev., 2 dr., auto, runs good, aft. 5 p.m. 639-3895.

ALUMINUM PORCH AWNING, hvy dty, 6'x6' w-post. 483-1225.

'73 PINTO WAGON, parting out, good engine & drv train, mag whls. 447-6740.

SWING SETS, 2, commercial duty, \$300 each. 627-5128.

QUEEN SIZE BED; maple table. 424-8607.

CANNING JARS, qts & pts, \$1.25/doz. 749-8951.

BUILT-IN OVEN, cooktop range, good cond. 432-0429.

'78 PROWLER TRAVEL TRAILER, 24', slps 8, like new, \$5,500. 447-6990.

16' OVERHEAD GARAGE DOOR, \$50. 623-3402.

POLAROID w-carrying case; woman's 3 spd bike; man's 3 spd bike; student desk, chest of dwrs. 747-5348.

RIDING LAWN MOWER, 8 HP, 32" Artic Cat, good cond. 485-1898.

'74 OPEL, new tires & batt., 4 spd, AM-FM, 71,000 miles, blue, ex. cond. 447-4427.

DINETTE SET, octagon shaped, w-4 chairs, make offer. 639-3244.

15' STAR CRAFT, tri-hull; 60 HP Johnson mtr. 747-4383.

'78 KAWASAKI 650, 3,900 miles, ex. cond, many extras. 482-2305.

HONDA 100 CB, good running cond., street cycle, 90 MPG. 745-2513.

MAGNUS CORD ORGAN w-legs; 2 chairs; AM clock radio; pole lamp, charcoal grill; sewing machine. 456-2891.

BUNK BEDS, \$75; new waffle iron, \$20; 3 pc. leather sofa set, \$150. 483-2098.

A.B. DICK PRINTING PRESS, Series 320, takes 8 1/2"x11" paper, ex. cond., aft. 4 p.m., \$425. 444-6093.

COZY COTTAGE at Bear Lake, \$8,500. 1-856-2252.

'78 KAWASAKI TRAIL BIKE, 125 CC, low mileage, runs great, \$550. 627-3595.

SPEEDY COMPRESSOR, complete, \$35. 447-4066.

MOTOR HOME to rent, self-cont., need July 9-13, aft. 5 p.m. 747-2401.

STAINLESS STEEL BASIN SINK, single, \$10. 432-2734.

'77 KAWASAKI KZ 400, backrest, bars, ex. cond., \$700. 432-3305.

ELECTRIC BUILT-IN RANGE, ex. cond. 432-6006.

STEREO COMPONENT: tape deck, turntbl, amp, 2 spkrs, nvr used, aft. 4 p.m. 456-3755.

GE DRYER; washer; Getzen trumpet, new, ex. cond. 489-5770.

BLACK TOPPATCH, Sakrete, 66 lb. bags, 8 bags. 424-2807.

DOUBLE KITCHEN SINK, ex. cond., porcelain. 432-0429.

GE MICROWAVE COOKING CENTER, self-cleaning oven, almond, like new, \$1,000. 432-0991.

'78 YAMAHA ENDURO DT 400, ex. cond., 1,500 miles, \$900 firm. 639-3473.

BABY BED, new, crib, chest, walker, riding horse; 3 spd bicycle. 622-7413.

'72 VW, new clutch, Fastback, \$1,095. 484-4753.

'77 JEEP CJ-7, new tires & batt., A-1 cond., aft. 5:30 p.m. 484-4017.

2 BEDROOM MOBILE HOME, 12'x50', rented lot on Crooked Lake, Angola, new carpet, skirted, brick patio. 627-2764.

LOVESEAT, grn & gld velvet, \$150; 2 wood & cane velvet chairs, \$100 ea. 639-6580.

20" SCOTT SPREADER, used twice, \$15. 744-0773.

PICNIC TABLES, made to order, reas. 637-5485.

KING SIZE BED w-matt., box springs, frame, aft. 4 p.m. 482-1180.

RECORD PLAYER, recorder & 8 trk, tape player, spkrs, cover. 432-8809.

WANTED

USED RIMS, 2, to fit '76 Ford Courier, 14x6, 6 lug. 1-419-363-2788.

REFRIGERATORS, good working cond. for apt. 747-0241.

6 MEN TO BACKPACK, 1 wk., Smokey Mts. AP. Trail, late June. 749-4497.

GOOD HOME FOR SMALL DOG, wonderful pet, hsebrkn. 447-2297.

KNEE HOLE DESK. 485-2520.

PORTABLE ELECTRIC OR GAS BBQ GRILL. 484-2384.

GOOD WATCHDOG, good with kids, call 5-7 p.m. 638-4768.

BOAT ANCHORS, 2; life jackets. 422-8873.

WHEELBARROW or lawn cart, reas. 639-6385.

LIONEL & American Flyer Trains, any cond. 1-724-8011.

INFANT SWING-O-MATIC. 745-7448.

USED STEEL FARM FENCE POSTS, 6'-6 1/2'. 432-2647.

10 SPEED BIKE. 432-9874.

SERVICE

MASONRY, stone or brick, licensed, insured, free est. 747-3336.

VINYL COATED ALUM. SIDING, low prices, colors. 493-3218.

PHOTOGRAPHY, weddings, family & children, portraits, pets, copy work, cust. frmg. 432-9753.

TAXES PREPARED, professional, reas. 456-7180.

HOUSECLEANING, general cleaning. 747-5531.

LOST

FROM CAFETERIA, 2 pie servers, 1 bone handle knife. 3521.

FREE

BERNARD-SHEPHERD MIXED, 1 1/2 yrs. old, male, loves children, country home preferred. 672-3447.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

Sounding Board provides forum

HMO employees speak out on communications topics

Seven hourly and two salaried employees recently participated in the year's first Communications Sounding Board, conducted at HMO.

Their comments will be used to improve future communication efforts at Fort Wayne GE locations.

Here is a sample of their responses to questions asked by Chuck Welch, manager of communications; John Peirce, GE News editor; and Dottie Askren, HMO relations representative:

Q: What are your general reactions to Plant Manager Larry Rybicki's recent informative meetings?

"I enjoyed seeing where our motors go. He showed how they go into heat pumps and compressors."

"I didn't understand why our motors run in oil and why we can't have flakes getting into our motors. Now I know."

"I think all new employees should get that kind of information about our business as part of their orientation."

Q: What did you think about Rybicki's comments on quality during his informative meeting?

"I don't think they ever stress enough about quality. Some of us production workers have the attitude, 'It all pays the same whether the quality is good or bad.' People used to take pride in their craft."

"All management wants is pieces at the end of the line. You hear that every day. You could do a better job if someone wasn't standing over you."

Q: How do you feel about information Rybicki gave that was more negative?

"I liked his explanation of inventory. He said inventory is like having extra loaves of bread in the freezer. It costs you money to have it in there."

"Most businesses have to borrow money to operate. I was surprised to find that out."

Q: What is your reaction to stories about investments in the business?

"Investment is a scale for us. If investments go up, job security goes up. If they don't go up, then we



Tom Rothgeb (right) makes a comment during a recent Communications Sounding Board involving HMO employees. Others, from left, are Willie Coats, Mary Carboni, Mike Betts and Linda Bower.

won't be in business long."

Q: What about stories on vacations and shutdown?

"I thought the three-week shutdown was a company conspiracy at

first. Now I've found out other companies are doing it too. I can see how it can keep some people from getting laid off."

"Everyone said we didn't get the vacation schedule soon enough."

In memory

Marguerite C. Dasher, 4530 Bowser Ave., died March 27. She worked in the Specialty Motor Department before retiring in 1960.

Albert A. Hambrock, Riverview Care Center, died March 27. He was employed in the General Purpose Motor Department prior to retiring in 1959.

Ronald L. Grant, 6416 Lampwick Lane, died March 29. He was a test equipment builder in

Building 26-B.

Earl J. Laughlin, 4409 South Wayne Ave., died April 3. He retired in 1958.

Minnie E. Kinork, 7716 Aboite Center Road, died April 5. She was a Medical Section employee at her retirement in 1951.

Dorothy E. Rathert, Garrett, died April 6. Before retiring in 1979, she was a packer-egg crate at GPM, Broadway.

Airtight

Continued from Page 1.

A majority of these compressors are welded shut.

"For this reason, they are expected to last 25 to 30 years without failing," he said. "That's why we are so particular about such things as cleanliness and preventing nicked wires."

Rybicki said that reliability and cost are the two important factors in HMO's ability to compete. Many of its customers are also its competitors because they make some of the motors themselves through "vertical integration." Also, because a larger share of HMO motors is being exported, it is competing in a world market.

"That is a tough environment," he noted. "The Japanese are involved in motor markets around the world."

Because of the keen competition, especially in a slow economy, HMO is unable to recover all of its increas-

ed costs of labor and materials through price increases. That is why HMO must squeeze the inflationary costs out of its rotors and stators.

"While we must be extremely quality conscious, there is no greater source of inflation in the cost of our motors than rework," said Rybicki. "This is a needless expense, because it is just as easy to build the motor right the first time."

Rybicki said, "We can make the best use of our most valuable resource, our people, if we all report to work every day, do our jobs right the first time and realize that productive effort from all of us improves our competitiveness and builds jobs for the future."

Ladies golf starts May 4

The Ladies Golf League will host an informational meeting at 5 p.m. Wednesday, April 22, in the GE Club Trophy Room.

League play will take place at 5 p.m. Monday nights at McMillen Golf Course beginning May 4.

If interested, send your name to Lois Perrine, Order Service, Taylor Street, or call her at Ext. 2506.

SMD

Continued from Page 1.

pated the negative effects on SMD might well be felt during the second half of 1981. Share loss now and a market downturn in the second half would mean a loss of salaried and hourly jobs.

Joseph stated that all employees are being asked to come to work every day and in addition work the needed overtime to prevent share loss. This would minimize the impact of a possible second half downturn and maintain the strength of the Taylor Street operation.

Slowpitch meeting set

There will be an organizational meeting for persons interested in the GE Men's Slowpitch Softball League at 7:30 p.m. Tuesday, April 21, in the GE Club Trophy Room.

Anyone interested in joining or entering a team must attend. For information, contact Connie Houser at Ext. 2042, or John Hauenstein at Ext. 3366 or at 432-5862 after 5:30 p.m.

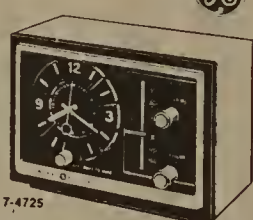
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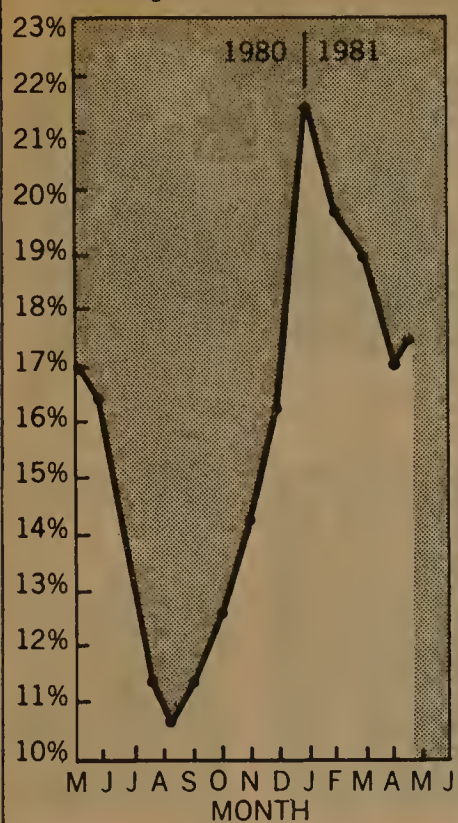
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The prime rate



The prime interest rate has edged back up to 17½ percent.

Housing starts remain weak

Economic factors such as the growth of the economy, housing construction and interest rates shape the environment in which Fort Wayne GE businesses must operate.

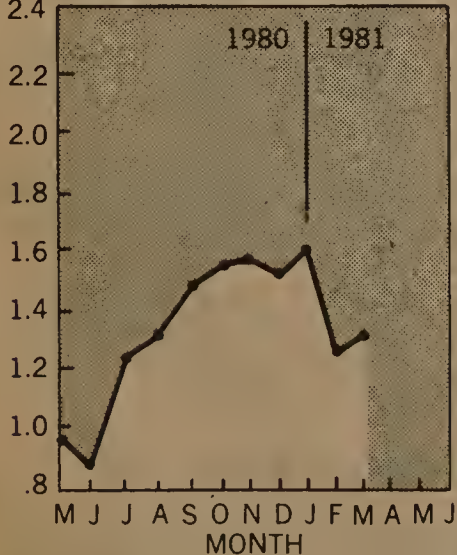
During the first three months of 1981, the economy grew at a surprisingly strong annual rate of 6.5 percent after inflation, the Commerce Department said. Government officials, however, were quick to point out that the economy is unlikely to repeat that performance in the months ahead, according to *The Wall Street Journal*.

National housing starts, which are one indicator of future business for SMD in particular, recovered only slightly in March from the sharp 27 percent decline in February.

Interest rates, which affect construction as well as inventory levels, remain high.

Housing Starts

Millions of dwelling units - annual rate



Housing starts rose 6 percent in March from February's big 27 percent decline.

Fort Wayne GE operations report on first quarter performance, outlook

Have the U.S. economy and Fort Wayne GE's motor businesses already seen the best of 1981?

Overall employment at GE in Fort Wayne rose during the first quarter of 1981, but the economy and markets will have a lot to say about future business and employment levels.

Here is a roundup of first quarter business performances and outlooks for the rest of the year for most of Fort Wayne GE's operations:

General Purpose Motor

At Broadway, the small AC business is very strong, says Frank Kurung, manager of manufacturing, "The incoming order rate is the best in the department. Line rates are being increased, and this trend is expected to continue until we reach capacity."

For the DC line, also produced at Broadway, the outlook is not as encouraging. A small line rate reduction is planned for the near future, though a modest upswing is expected in the fourth quarter.

Both the industrial and hermetic lines at the Winter Street plant will be increased slightly in the near term. Hermetics is expected to hold, but a slight upward trend is anticipated for the general purpose industrial line during the second half.

The business picture has been improving slightly at Section 14 over the last several months, though orders for this month were down a little. Some strengthening of this business is expected during the second half.

Specialty Motor

Rebounding orders in air condi-

tioning markets over the past six months and the rapid growth of the ceiling fan business have caused sharp increases in production rates and employment at Specialty Motor's Taylor Street operation. An additional 130 employees were rehired in the first quarter of 1981. Taylor Street sales through March are up 89 percent over fourth quarter 1980.

However, the outlook for the remainder of 1981 is uncertain. At the moment, current marketing forecasts indicate that Taylor Street production rates will hold firm through vacation shutdown in July.

Much of the current Taylor Street product demand results from supplying 39 Frame motors for the room air conditioning and replacement markets. Inventory levels in

See OUTLOOK, Page 4.

General Electric News

APRIL 24, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 15

Most S&A, medical claims paid quickly

Claims processors tell how to avoid 'paper chase'

If you had 1980 medical bills covered by the GE insurance plan, there is no better time than now to turn them in, says Homer Jennings, manager of insurance claims disbursements.

"We always urge employees to get their insurance claim forms into us as soon as possible after the first of the year, even though the deadline isn't until June 29," Jennings notes.

"Employees will get their money back sooner and will help avoid a logjam of claims to be processed at the last minute at the Winter Street location."

By the end of March, the local office already had processed nearly 19,000 comprehensive medical and Weekly Sickness and Accident Insurance claims totalling \$2.8 million.

60,000 claims processed

During 1980, the local office processed over 60,000 claims and paid out nearly \$10 million. Employees are automatically covered at no cost by the Comprehensive Medical Insurance Plan and the Weekly Sickness and Accident Insurance Plan, as are retirees under age 65 who meet the service requirements. Coverage for dependents costs \$1.92 per week.

The GE News recently asked persons in the claims office for tips on how employees can help make sure their claims are paid promptly.

Jennings, himself, offered the following hints:

- File claims as soon as possible



Claims processor Jenny Howell (left) answers one of the many employee questions the insurance claims office at Winter Street receives in a day. At right, Nancy Bredemeyer moves a batch of claims forms to the next step in the disbursements process. The office handles claims for weekly sickness and accident and comprehensive medical insurance.

after the first of the year.

- Hold expenses until they at least meet the deductible requirements or until you have a "significant" amount of covered expenses. Since no payment is made until you have met the deductible requirements, and since the processing cost is basically the same whether a payment is made or not, it is best to hold your claims until you have ac-

cumulated enough expenses to meet the deductible. All claim forms must include: date service was provided, who provided the service, cost of the service and diagnosis.

People in the claims office who handle employee telephone calls also offered some advice:

Jenny Howell, claims processor said, "It would be very helpful if

See CLAIMS, Page 4.

Q & A

GE benefits:

- Educational assistance

Q: Please tell me what educational assistance is available at GE. I was told we don't have any plan anymore.

Shelby B. Board, Wire Mill

A: Education assistance for employees and members of their families is alive and well in GE. Here is a summary of the plans:

For employees:

- The **Individual Development Program (IDP)** is available for hourly and non-exempt salaried employees with six months of service. This program provides tuition refund payments to employees for management-approved courses taken at approved institutions. Reimbursements of up to \$800 per calendar year can be made for tuition and other compulsory fees. (This was increased from \$400 per calendar year in January 1980).

Under a special provision of this plan, eligible employees on lack of work can receive a training allowance computed in accordance with the Income Extension Aid Plan (IEA) while attending a recognized trade or professional school under IDP. These employees receive both IDP benefits and the training allowance, even if attendance in the educational program makes them ineligible for state unemployment benefits.

- **Tuition Refund Program** benefits are available for exempt employees in an approved course of study leading to a bachelor's degree or higher. Hourly and non-exempt employees also can be approved for benefits under this program, though they normally will be asked to first use benefits available under IDP.

For employees and dependents:

- The **Guaranteed Educational Loan Program (GELP)** provides for the guarantee of student loans for employees and their children. There are limitations on the amount that can be loaned under GELP. The current rate of interest for 1981 under the plan is 9 percent.

- The **Employee Educational Loan Program (EELP)** provides educational loans from the company to employees for their use or their children's use. These loans are subject to the approval of the department general manager. There are limitations on the amount that can be loaned under EELP. The rate of interest for 1981 under this plan is 11½ percent.

- Under a special provision of the **Savings and Security Program (S&SP)**, employee participants may withdraw part or all of their savings, without forfeiting the company matching payments, to cover college or recognized vocational training expenses for the employee, spouse or children. Withdrawals also can be made from S&SP Retirement Option Accounts for this purpose.

These plans can work together to assist employees and their families in meeting their educational goals. For more details on these programs, I encourage you to contact the employee relations office for your operation.

Charles E. Welch, Ext. 2719

Manager of communication and relations planning

Q & A

Mail to: GE News
Bldg. 18-3

Here's your chance to find out how to get the most out of your GE benefits — Dental Assistance Plan, Savings and Security Plan, Retirement Option Account, Pension Plan, Long Term Disability Income Plan, vacations, insurance, you name it. Just send your question to the **GE News**, and we'll see that it gets to the right person. We'll print your questions and answers in the **GE News** as space permits.

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

Shoemobile to visit locations May 4-8

The shoemobile will visit Fort Wayne GE locations the week of May 4 through May 8. This is a change from the previously announced schedule, says Lois Neloms, manager of employment.

The shoemobile offers over 50 styles of men's and women's safety shoes.

The shoemobile will be open from 6:30 a.m. to 5 p.m. on the following dates:

Monday, May 4 — Winter Street; Tuesday — East Broadway; Wednesday — West Broadway; Thursday — Taylor Street; Friday — Taylor Street.

40 years of service . . .



Harold Baker, SMD



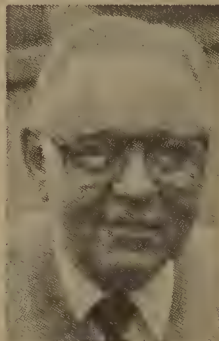
Louis Becker, GPM



June Getty, SMD



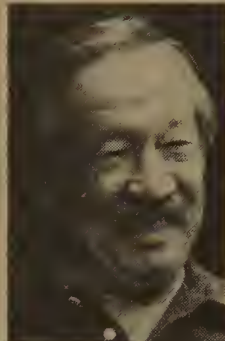
Henry Facks, SMD



Bob Frederick, GPM



Kenneth Place, GPM



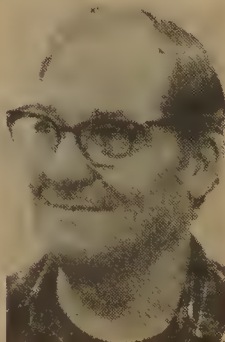
Vern Foulks, GPM



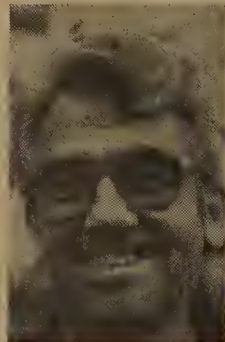
Harold Jamison, STD



Mel Franke, GPM



Bob Kahlen, AMO



Bill Gepfert, STD



Erwin Zollinger, GPM



Clarence Nahrwold, GPM



Harold Ely, GPM



Bob Henry, STD



Harvey Whitlow, GPM

Golf Corner By Roy Brokaw

GE Golf League play is scheduled to begin the week of April 27, announced league chairman, Jack Starwalt. Listed here is the tournament schedule for the 1981 season:

Spring Florida Scramble Tournament, Colonial Oaks Golf Club, Saturday, May 16.

GE Tournament, Brookwood Golf Club, Saturday, July 11.

League Championship Playoff, to be announced later.

Fall Tournament, Riverbend Golf Club, Saturday, Oct. 3.

Anyone who is interested in playing in the golf leagues may contact the following league managers to

find out if there are any openings:

Monday — (Ladies) McMillen, Lois Perrine, Taylor St.; Brookwood, Doug Lehman, 18-4; Colonial Oaks, Mel Guillaume, 31-2;

Tuesday — Foster Park, Ray Benckenstein, Taylor St.; Brookwood, Jim Nord, 4-6;

Wednesday — Brookwood, Pete Gorrell, 19-3; Foster Park, Roy Brokaw, 19-2; Brookwood, Don Morris, Winter St.;

Thursday — Foster Park, Tom Jones, Taylor St.; (Owl) Brookwood, Terry Dorman, 7-2, (second shift).

Quarter Century outing slated Sept. 26

The annual Quarter Century Club outing will be on Saturday, Sept. 26, at the Memorial Coliseum, announces Dottie Askren, HMO.

This year's Labor Day weekend caused the date to be changed from

the first Saturday in September, which has been the traditional date. Sept. 26 was the first Saturday available at the Coliseum.

Last year approximately 1,200 persons attended the outing.

ALLEY CHAT By Connie Houser

GE Club seeks entries for no-tap tourney

The GE Club Team No-Tap Tournament is under way and there are openings for four-member teams. First place prize for team winners is \$300 and first place for single high series is \$75 (both based on 100 entries). This is your chance to enter your bowling team, family members or friends in a tournament. When you hit nine pins on your first ball, it counts as a strike, and the tournament is run on a 80 percent handicap. This gives a great chance at placing high in the standings.

Call Ext. 2042 or 743-8487 to make a reservation or request an entry form with all the information. The only requirement is that all entrants be ABC and WIBC sanctioned bowlers.

LEAGUE WRAP-UP

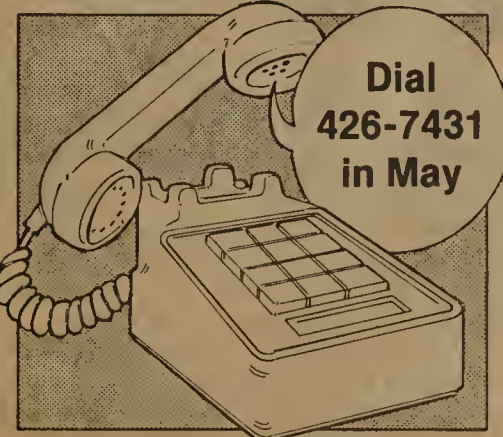
Monday Morning Ladies		Steve Scherer	236
Ardola Melker	513	Karl Hofacker	224
Tuesday Afternoon Ladies		Kelvin Murphy	223
Janie Fischer	210	Tom Schmitt	223
Hermetic League		Merv Lowden	214
Fred Hunter	249	Emmeus Married Couples	
Bill Scott	222	Richard Frede	643
Jack Moser	216	Ladies Friday Nite	
Dave Baller	213	Jean Cook	542
Jim Melcher	211	Gertie Jones	196
Smell Motor League		Callie Allen	191
Tom Jones	679	Thekla Papen	182
Buck Somers	640	Friday Nite Taylor St.	
Max Christensen	229	Ray Sapp	224
Mel Guillaume	212	Elmer Asbell	217
Bob Deal	212	His & Hers League	
Senior Citizens		Cheryl Remmert	562
Thurs & Fri		Jean McDaniels	524
Mary E. Snyder	188	TTY League	
Kate Winter	182	Steve Evans	213
Ardola Melker	181	Jeck & Jill League	
Zeno Fox	242-230	Frances Kalko	209
Leon May	222	Sunday Nite Mixers	
Apperetus League		Judie Cocklin	180
Dave Saalfrank	607	Wanda Cleveland	180
Ansel Black	255		



Three Broadway GPM employees celebrated 40 years of service at the same time recently. From left are Vilas "Whitey" Bender, Vera Paul and Dale Frederick. Well over 200 Fort Wayne GE employees are expected to reach the 40-year milestone this year.

Elex calendar for May

- 1 — Quintus Chapter board meeting, 9:30 a.m., 308 Millside Court.
- 2 — One day trip to Paw Paw, Mich., and South Bend, Ind.
- 3 — Family roller skating party at Bell's Rink, 7009 Lincoln Highway, East for all GE employees and families. Tickets \$1 per person or \$3 per family from Elex contact representatives or telephone Elex Office, Ext. 3555.
- 4 — Partizan Chapter board meeting, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.
- 5 — Reservations due for May 11 Mother and Daughter banquet.
- 11 — Mother and Daughter banquet, GE Club Auditorium. Entertainment by "The Grant Family". Menu to be served from 5:15 to 6 p.m.: swiss steak, tossed salad, baked potato, peas and pearl onions, cheese cake, rolls and beverage. Tickets \$4.75.
- 13 — Pen-El Chapter, 11:30 a.m., Bethany Presbyterian Church, 1616 West Main St.
- 14 — Honor-ettes Chapter board meeting, 11:30 a.m., Richard's Restaurant, Paulding Road.
- 15 — Quintus Chapter installation banquet, noon, Club Olympia, 3501 Harris Road.
- 18 — Honor-ettes Chapter installation banquet, noon, Salem United Church of Christ, 2401 Lake Ave.
- 18 — Executive committee end of the year dinner.
- 19 — Partizan Chapter installation banquet, 12 noon, First Wayne Street United Methodist Church, 300 West Wayne St.
- 20 — Special committee to count election ballots, 7 p.m., Bldg. 18-3 conference room.
- 20 — El-Par Chapter meeting, 1 p.m., Lucky Steer Restaurant, 645 Lincoln Highway, New Haven.
- 21 — Mother and Daughter banquet at Lester's Party Room, 1502 Bluffton Road, 11:30 a.m. Entertainment by Mary Jane Zellers. Menu: swiss steak, baked potato, broccoli, perfection salad, raspberry sherbet, rolls and beverage. Tickets \$4.75.
- 27 — El-Par Chapter board meeting, 9 a.m., Lucky Steer Restaurant, 645 Lincoln Highway, New Haven.



The GE telephone exchange number will change May 10. The new number to be used beginning that date is 426-7431.

Pensioners potluck May 12 at GE Club

The final pensioners potluck of the season will be at 11:30 a.m. Tuesday, May 12, at the GE Club.

In memory

Paul G. Rowan, 5215 Bowser Ave., died April 17. He was in connect and weld at Specialty Transformer before retiring in 1979.

Raymond G. Belschner, 5317 Ann Hackley Dr., died April 14. He was a hand screw machine operator at GPM Section 14, Taylor Street, before he retired in 1976.

Harold F. Cole, 7555 Decatur Road Mobile Home Park, died April 10. He was a packer at Specialty Motor, Building 4-4, prior to retiring in 1966.

ADLETS

FOR SALE

71-235 MONITOR R.V., like new, one owner, \$4,000. 489-4796.

BOAT LOT, wide Wawasee channel, \$650. 1-856-2252.

POWER LAWN MOWER, 20", 4-cycle, push type, \$18. 485-3853.

SEWING MACHINE, Penneys open arm, multi-stitch, portable, 3 yrs. old. 456-1892.

GOLF CLUBS, bunk beds, carpet runners, doll house. 489-6764.

BEST OF "BOXCAR", 8 tracks, \$2; Slim Whitman and Pat Carrico albums, \$3 each. 743-1549.

21' CABIN SAILBOAT, 6 h.p. motor and trailer, ex. cond. 747-3015.

AVALON POOL FAMILY MEMBERSHIP, high enjoyment, low cost. 747-2913.

AIR CONDITIONERS, 14,000 BTU \$220; 8,000 BTU \$90. 444-4023.

SINK/REFRIG. CABINET for van, good buy. '71 Chevy truck. 456-8303.

SCHWINN BICYCLES, Men's 10 speed \$75; Lady's sgl speed \$65. 625-4558.

REBEL TRUCK CAP, 8' insul., paneled, lights, 4 yrs. old. \$150. 1-897-2813.

SCHWINN STING-RAY, 20" girls, good cond. \$40. 432-4490.

BREAKFAST SET, Table and 2 chairs, \$35. 485-9203.

PICNIC GRILL for constructing outdoor fireplace. 440-2962.

CAMP STOVE, 2 burner Coleman. \$15. 447-4066.

PACE ARROW MOTOR HOME, 28', 1980, one-owner, 16,000 mi, microwave, generator, sleeps 8 or more, Reese hitch incl. 1-839-5253.

WALL TILE, ceramic, green, for bath; other tile. 745-5868.

C FLUTE, good condition, \$90 negotiable. Ext. 2405, 2nd shift.

MEN'S SUITS, 2 pants, sz 40; men's white slippers, sz. 10 1/2. 456-4851.

MIDAS MOTOR HOME, '76, 20' on Dodge chassis. 1-244-3233.

'76 HONDA, automatic, ex. mileage, must sell, \$1375. 432-2414.

UPPER STORY of bank barn, 38 x 74, evenings. 1-639-3375.

PUBLIC ADDRESS SYSTEM, Traynor head, 2-column speakers, 4 shure mic. 484-2838 after 4 p.m.

36" SHYLO CAP, insul. with sleeper, kitchen, boat rack, \$450. 422-6200.

1980 RIDING MOWER, Sears 16 h.p., 42" mower, used 3 times, make offer. 1-839-5253.

RADIAL ARM SAW, compact Black & Decker, 2 7/8" cut, table; ping pong table, collapsible. 432-4803.

ESTATE SALE, appliances, dishes, furniture, tools. April 25-26, 1-5 p.m. 520 S. Main, Avilla. 1-897-2582.

YAMAHA DIRT BIKE, 80 cc, good cond. \$225. 447-1157.

ROLLER IRONER, Horton, cheap. 747-5487.

GARAGE SALE, 11114 Westwind Dr., April 25-26, sm. appliances, carpet, furn. 484-7011.

FRENCH HORN, Conn, single w case, extra E-flat slide, \$350. 747-1294.

GOLF SHOES, like new, sizes 7 1/2 D and 7 M. 447-4857.

WEDDING DRESS, jersey tucked bodice, sz 12, \$75. 745-2342.

DOUBLE KITCHEN SINK, built in oven, cooktop range, good cond. 432-0429.

PONY SADDLE, like new. 672-2900.

HOLSTEIN CALVES, 7 on dry feed; baby goats, \$20 each. 1-824-2899.

DINETTE SET, table and 4 chairs, attractive, \$50. 422-2059.

HUGE GARAGE SALE, Friday-Saturday 9-5, 3322 E. Congress.

'77 YAMAHA 650, low mileage, good cond. \$1000. 483-0714.

VAN SEATS, 2, for 1980 Chev., buckets, maroon vinyl, \$25 each. 485-4524.

AIR CONDITIONER, window unit, 6500 BTU, 110 volt, \$100. 486-4177.

BIKES, Girl's 26" 3-speed, \$30; Boy's 20", \$10. 432-3274.

STEREO turntable, tape deck, two 10 x 15" speakers, good cond. \$60. 1-637-6495.

PART OUT: '68 T-Bird 429, '64 Pontiac 389, '63 Galaxie Fstbk.; swing set \$15, refrigerator, \$40. 447-5910.

WANTED

MOTOR HOME to rent, self-cont., need July 9-13, aft. 5 p.m. 747-2401.

REFRIGERATORS, good work. cond. for apt. 747-0241.

SMALL CAR, prefer 6-cyl., reasonable. 627-5997.

WOMEN'S BICYCLE, 3 speed. 485-2520.

TENT, 4-6 man. 639-3577.

TRAINS, Lionel and American Flyer, any cond. 1-724-8011.

BASS GUITAR or bass violin. 627-5128.

FREE

KITTENS. 456-6563.

COCKER MIX, 9 mo. old, 1 female, 1 male, outdoor dogs. 747-3970.

SERVICE

CARPET CLEANING, reasonable, work guaranteed, free est. 744-3883.

***ADLETS**

GE NEWS BLDG. 18-3

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INDICATE TYPE OF AD HERE:

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<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent *	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

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Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Address _____ City _____

Home Phone _____ Bldg. _____

The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

Signature _____

More housing construction — key to sustaining SMD line rates

OUTLOOK, continued from Page 1.

these markets were cut drastically during the 1980 recession. However, once inventory levels are rebuilt, a substantial increase in residential housing starts will then be required to sustain Taylor Street 39 Frame production rates through the balance of the year.

Because of the market uncertainties, Marcel P. Joseph, department general manager, has stressed the necessity of employees meeting current customer demands through producing quality motors and by working every day plus scheduled overtime hours in order to prevent market share loss when demand eventually softens.

Hermetic Motor

"Our first quarter was better than we anticipated," says Larry Rybicki, plant manager of Hermetic

Motor Operation.

Employment at HMO has increased 29 percent since the first of the year to meet customer orders, particularly for air conditioner motors. Customer inventories of such products were depleted after last summer's heat wave.

"Recently we've seen some slackening in orders of certain models from a few customers, and exports have declined somewhat because recent exchange rates have made some European competitors' products lower priced than ours," Rybicki notes.

Nevertheless, he expects current employment levels to hold steady throughout the second quarter.

"We've scheduled a three-week shutdown this summer in conjunction with our major customers. This should help us maintain continuity of employment and facilitate balancing our inventories," Rybicki says.

Specialty Transformer

Following a record high market for transformers in 1980, Specialty Transformer is having to adjust to a declining market this year, says Don Kearns, manager of operations planning.

Transformer sales are impacted by trends in heavy industries, like machine tool production and construction of industrial and commercial buildings, that lag the appliance business cycles affecting Fort Wayne motor operations.

"The 1980 dip in motor markets is showing up in our industry this year," Kearns notes.

Lower transformer production has been accomplished through less overtime work and a slight reduction in both hourly and salaried

workforces. Recent economic forecasts show a gradual upward trend in transformer markets for the second half of 1981; but, there is some uncertainty over the impact and timing of proposed federal tax incentives for business that are counted on to spur spending.

In the meantime, price cutting by some competitors trying to hold their sales volume up in a lower market is putting pressure on Specialty Transformer's operating costs.

"To stay competitive the company is continuing to invest in new equipment, like the new million dollar paint system, and in improved shop operating methods and techniques. We're taking advantage of the market pause to position our operations for the anticipated upturn later this year," says Kearns.

New Personal Share Statements scheduled for May distribution

The 1981 Personal Share Statement is scheduled for distribution early in May, according to Doyt Schaadt, manager of personnel accounting and banking here in Fort Wayne.

Schaadt has been answering questions from employees regarding plans for distribution of the individualized statements. He said he was glad to see so much interest in the personal statements which provide employees with information on their stake in employee benefits.

He urged employees to be on the lookout for their own personal "Personal Share," and to review it carefully when it arrives. "It will contain information on your estimated retirement income under GE's plan, on your Dental Assistance Plan coverage — and more."

General Electric began providing GE people with information on the specific individual values they had in benefits as long ago as 1951 — long before the practice was adopted by other companies.

Diversity aids financial results

Sales of General Electric in the first quarter of 1981 were \$6.09 billion compared to \$5.88 billion for the same quarter of 1980, Chairman John F. Welch Jr. reported early in April.

Earnings of the company were \$359 million in the first quarter of 1981. Earnings in the first quarter of 1980 were \$342 million. In this year's quarter the rate of profit was 5.9 cents on each sales dollar.

Welch said: "The company's diversity continued to contribute to improved performance over a strong 1980 first quarter, despite persistent weakness in many segments of the economy this year. Operations serving markets for technical systems and materials, financial services and natural resources had good earnings' improvements. Export sales from the U.S. were again quite strong.

"A slight reduction in operating margin dollars from a year ago was more than offset by a substantial increase in other income from both operating (principally General Electric Credit Corporation and our uranium mining affiliate) and non-operating sources and a lower effective tax rate.

"We remain cautiously optimistic about the outlook for the remainder of 1981, with GE economists seeing a gradual improvement in the U.S.

economy, particularly in the latter months of the year," Welch said.

At industrial products and components, which includes Fort Wayne GE businesses, earnings were down slightly on revenues about the same as for the 1980 quarter. Results reflected softness in a number of industrial markets as well as a higher level of product development expenses.



These six employees at GPM, Taylor Street, Section 14, celebrated 40 years of service with GE last week. From left are George Breinfalk, John Keck, Pondo Vlasheff, James Merchant, Maurice Siples and Delbert Reiter.

Keeping insurance record helps

CLAIMS, continued from Page 1.

people would read the Summary Plan Description booklet to at least get an idea of what is covered. A lot of our calls involve explaining what the plan covers.

Personal record helps

Claims processor Bernita Stevens suggested that people keep their own records of the expenses they have submitted to be paid. "We get calls from people to have us check to see what was claimed. People could do themselves a favor by keeping their own records to make sure they turned all their claims in and that they receive what they have coming to them. That way, when they receive payment, they know what it is for," she said.

"Also, if people want us to pay the doctor or hospital directly, they must authorize us to do so by signing the claim form in the proper place. Some people sign their names authorizing payment to the provider without reading what they have signed. Then they end up calling to find out why they didn't receive

their money, when we sent it directly to the provider of the health care."

Sally Ault noted, "Some people call our office by mistake when they have a question about the Dental Assistance Plan or about Long Term Disability Insurance. People should see their local Dental Assistance Plan contact person for information on the dental plan. They should contact the benefits office in Building 18-1, Broadway, for LTDI information.

So far in 1981, 5.5 percent of the claims submitted have been returned because the information submitted was incomplete or the claim form was not properly completed. Employees can do a lot to speed payment by filling out their forms properly and submitting them to the proper office with all the necessary information as soon as possible after the first of the year.

Jennings noted that most claims are handled with little or no trouble, as evidenced by the fact that 94.5 percent of those submitted this year have passed through the system without having to be returned.

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ELECTRONIC COUNTERTOP OVEN

- Continuous cleaning
- Digital electronic touch controls
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Employee Price	\$134.99
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MAY 5 1981

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PUBLIC LIBRARY

VOLUME 63 NO. 16

FORT WAYNE, INDIANA

MAY 1, 1981

PERIODICALS

AMO team supplies brain power

\$185,000 machine center does everything but think

"As far as I am concerned, it is the best and safest machine in the shop," says James Burris, second shift operator of the new \$185,000 computer numerically-controlled (CNC) machining center at the Advanced Manufacturing Operation, Building 19.

Others who work closely with the new machine that went into operation this year echo his enthusiasm.

"It's just a super machine," says Larry Bear, master NC programmer.

'The new machine is allowing us to take on more jobs'

"The new machine (the second of its kind at AMO) is allowing us to take on more jobs that we would not have been able to do before. We are now capable of completing complex operations that are not possible or practical on conventional machine tools," adds Jack Kies, manager of manufacturing engineering. "A part that used to take 18 hours to machine now takes only four hours."

"We are running two shifts a day on the two machines at approximately one-third the original labor cost of conventional machines and every part we've tried has been a success."

Those quality improvements and cost savings are passed on to product departments such as GPM, HMO, SMD and AMD, who are among AMO's customers.

AMO is part of the Motor Technology Operation, headquartered in Fort Wayne, and makes specialized equipment, dies, molds and special tooling.

"Our competitors in the job shop market also have this type of CNC equipment, so it is here to stay," says Kies. "We need to make these kinds of investments to remain competitive."

Although the CNC machining center is a highly sophisticated, state-of-the-art machine, "it is still just a tool," notes Kies. "Without the operator's knowledge and experience in feed and speed, and without a highly productive programming operation utilizing the latest skills and computer-assisted technology, we couldn't do what we do with it. It has to be a true team effort."

Productive programming pays off

The program is the set of instructions that tells the machine how to machine a part. If the program is right, the new machine will automatically change tooling, drill, tap and mill a part with space-age speed and precision — up to 20 different operations in one set-up.

It will actually position at a speed of 400 inches per minute and hold



The success of AMO's new computer numerically-controlled machining center depends heavily on the knowledge and experience of employees like Machine Operator Mike Burris (left) and Programmer Mike Hamman (right). The cost savings and quality improvements from this \$185,000 investment are passed on to product departments served by AMO.

consistent repeatability accuracy of plus or minus .0005 inches.

On a complex part, like a die bolster that can have up to 250 holes, milled cavities and slot openings, the complete set of program instructions requires a computer tape 800 feet long — a lot of room for errors.

"Like any other tool, this one has its limitations. It can't reason," says Burris. That is left up to a team consisting of the operator, programmers, planners and foremen.

So before a part is machined, the operator puts the machine through a dry run. If there are minor flaws in the program, the operator can "edit" the instructions on a keyboard right at his work station.

"This is an advancement that has saved a great deal of time," says Kies.

"We designed a lot of responsibility into this job so that we would attract and keep good operators,"

See MACHINE, Page 4.

Four decades of change — a look at 1941

Over 200 employees to mark 40 years of service in '81

BIG FEATURE RIGHTS
PRESENTS

GENE AUTRY

KEN
MAYNARD

and His Wonder Horse "TARZAN"

The Old
Santa Fe

G.E. CLUB

GE Club showed free movies in 1941.

World War II produced more than a baby boom. It also produced an employment boom. As a result, a record number of Fort Wayne GE employees will complete 40 years of service with GE this year — over 200 in all, nearly 5 percent of the current workforce.

That compares with 111 last year and just eight the year before.

Those who reach the 40-year milestone at GE traditionally receive a diamond pin and other forms of recognition. But since this is a record year, the GE News decided to probe a little deeper than the ceremony and handshakes.

What was it like in 1941 when many of these employees first came to work here? What changes have they seen? And what is it that keeps a person working for one employer for all those years?

The answers to those and other

questions can be found in this and other stories throughout today's GE News.

In 1941 many of the current GE employees celebrating 40 years of service gave up vacations and holidays and worked seven days a week to produce badly needed equipment for the war effort.

How good were 'good old days'?

But all was not grim at General Electric during the war years. Free movies featuring Western stars Ken Maynard and Gene Autry and others were shown at the GE Club.

Television was still on the drawing boards, so people relied on each other and on GE more for their entertainment than they do now.

The following excerpts were taken from the 1941 GE News to provide a glimpse of GE life in the

1940s and of some of the changes these veteran employees have seen:

- "The year 1941 will be one of the most crucial in world history . . . the chief concern of the General Electric Company will be to serve our country well. To this end we will make every effort to meet every demand placed upon us for men, materials and facilities needed for national defense," said Charles E. Wilson, president of General Electric, in the Jan 3, 1941, GE News.

- "The GE Club band has been invited to continue its broadcasts during 1941 . . . over radio station WGL.

- Headline: "Color television looms as possibility of the future."

- Identification badges were required of all employees. "No badge, no admittance," read a headline.

See FORTY, Page 2.

40 years of change

Vivid memories of O₂ bottle blast

The most unusual thing Harold Baker remembers from his 40 years at GE is the time an oxygen bottle exploded in back of Building 26.

"It sounded like a bomb. It broke windows and broke a man's leg a block away."

A borematic operator at SMD, Taylor Street, Harold was "more than happy to accept any job," so when GE called him, he accepted employment. He has stayed because he has made a nice comfortable living here.

"Over the years I have bought my home, cars, clothing, furniture, and traveled all over the country. If I had worked anywhere else, I couldn't have done any better — and possibly not as well."

Harold says the big differences between the war years and today are "the speed at which things are done now and naturally all the benefits are much better."

"My pay when I first started was \$22.50 a week."



Harold Baker, SMD

He adds, "I have been very happy here, and now I am getting ready for the day in the near future (when I retire)."

Women were treated differently then

"GE was Fort Wayne's biggest employer and was known as a good place to work," recalls Jim Merchant, a grinder at GPM Taylor Street.

When he went to work for GE during the war years "women washed up and rang out five minutes early — and none were allowed on third trick."

Back then Jim rode to work on a street car that pulled right up to GE under an awning.

"I remember we all had to have our fingerprints taken and we could get into only certain areas because of war security. We worked seven days a week for the war."

Back then he made about 45 cents an hour to start, but movies were 5 cents and three mugs of beer cost a quarter.

Jim thinks management stresses more productivity than



James Merchant, GPM

when he started, but he believes there must be both quality and productivity if GE is to continue to be a top Fort Wayne employer.

GE job meant college for children

"Being with GE in a continuous position helped assure my four children a college education," says Warren Berkheiser, who works in engineering at GPM, Taylor Street.

"I accepted employment at GE for the opportunity to work within a highly recognized company and at a small raise in pay."

"Morale and patriotism were high during the war years. Helping one another get a job done was prevalent then."

Warren counts the advent of the computer age as one of the most memorable events of his career.

"I've always felt I've been treated fairly and paid commen-



Warren Berkheiser, GPM

surately with my work and have been allowed to feel optimistic about job security."

Many worked 7-day weeks, holidays

"Employees worked seven days a week and holidays during the war years," recalls Mary Green, a hydraulic-pneumatic press operator at GPM, Broadway.

She says she applied for employment at GE because she was interested in the type of factory work that was offered.

"Everyone seemed to appreciate their job, doing a good day's work without the pressures of today. But this is a different generation, and things are changing faster today at GE because of competitors."

"We all have to work faster and smarter for good quality work and less downtime to meet the schedule each week," she notes.

"I stayed with GE because I always enjoyed my jobs, co-workers and supervisors. It is the best industry to be employed at for its benefits, wages and, above all, its pension plan."

The most memorable event in her 40 years were the 50th and 75th GE celebrations when her



Mary Green, GPM

family was able to visit her department and see her on the job.

Remember when \$37 was big pay?

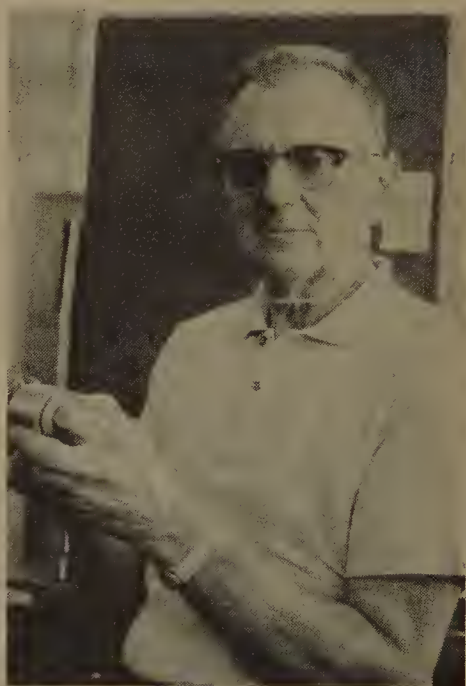
Vilas "Whitey" Bender, who does set-up for winding machines at GPM, Broadway, traded in a \$9-a-week job at a small grocery store to take his first job at GE — making \$37 a week.

"It was a big change working in a big place and on third shift," he recalls.

"Employees at that time took pride in what they did. Today, a good many don't care if they do anything or do it right. A lot of things have gotten lax since then," he says.

"I never thought when I started that I would be here this long, but I had steady work and got along good, so I just stayed."

Except for six months in Building 17 and the 3½ years he spent in the Air Force, Whitey has worked in the same building since he came here. He has worked on the same products in different



Vilas "Whitey" Bender, GPM

operations and in all his 40 years has never been laid off or bumped.

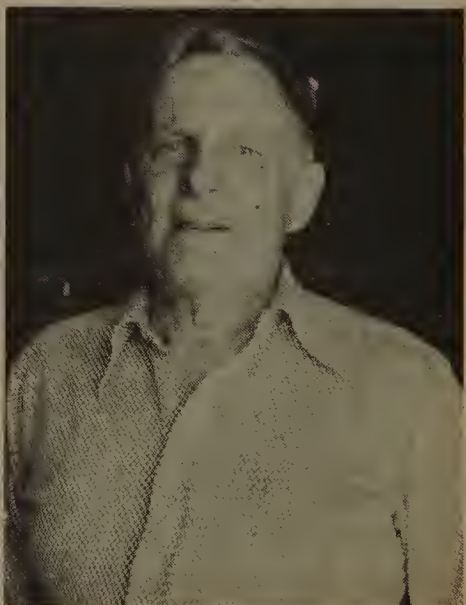
'Gabby' says it all in few words

Robert "Gabby" Meehan says it all in a few words, "I've stayed because I like it."

A truck driver at the Motor Technology Transportation Operation, Gabby's most memorable event has been "completing 40 years of service with GE."

"I accepted employment at GE because they were the first to call after school, and I was looking for a job."

A year and a half later, Gabby did what many GE employees did during the war. He joined the Navy and served for 3½ years during World War II. He resumed employment at GE and has been here ever since.



Robert "Gabby" Meehan, MTO

40 years of change

POWs set bowling pins at GE Club

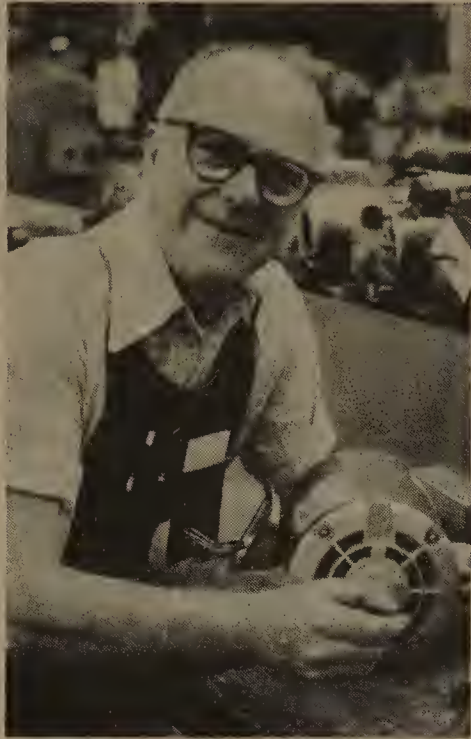
"I remember when the prisoners of war used to set the pins at the GE Club," says Pondo Vlasheff, an inspector at GPM, Taylor Street.

During his 40 years at GE "I've never lost a day due to lack of work — that's a heck of a record. I remember people at Harvester used to get laid off a lot."

Pondo joined the service during the war and returned to GE in 1946 when workers here, like a lot of others across the nation, were on strike.

He recalls when the Taylor Street facility was built to make superchargers for U.S. war planes, including the B-29 — "That's the one that sank Japan," Pondo says.

"We had a lot of army inspectors come and inspect our work during the war. If they found one thing wrong, we had to throw the whole lot out and start over. That was a big difference between



Pondo Vlasheff, GPM

then and today. I think the new emphasis on quality better work out for us at GE."

Average pay was \$2,011 in 1941

FORTY, continued from page 1.

- "Average annual earnings per General Electric employee amounted to \$2,011 for 1940 . . . the highest in the history of the Company."

- GE's Industrial basketball team had a fierce rivalry with the Zollner Pistons. A photo featured "Jap" Voirol, now with Area Services, as the GE Industrials' center and tallest man.

- Supplies of kindling were available to employees through the personnel office in Building 21.

- Headline: "Vacation curtailed by defense work. One week's leave to be arranged wherever possible."

- Caption: "Slacks, once the vogue for recreation, have found a place in the factory."

- Members of the Mutual Benefit Association elected officers to decide the amount of deductions for medical, hospital, sickness and accident benefits. Those ill were listed weekly in the GE News. Daily hospital benefits increased from \$3.50 to \$4 in 1941.

- "For defense buy U.S. Savings Bonds" read an ad. Series E Bonds yielded 2.9 percent if held to maturity.

- "Fort Wayne Works . . . will undertake the manufacture of turbo-superchargers for the U.S. Air Corps for use in airplane engines. For that purpose a new plant will be erected on the Taylor Street pro-

perty now owned by the company . . ."

- Headline: "Part of "military department" of the Fort Wayne Works on Duty at Camp Shelby, Mississippi."

- "News from the (military) camps" included:

"Camp life is much different than working back at General Electric. The good old plant would seem very nice if I could be working there now. Such as it is, I guess I am wanted here."

- Headline: "Conservation of materials more important than ever before" because of demands made by war effort. All-out program to eliminate waste and spoilage was undertaken.

- Dec. 12, 1941, GE News, a letter from President Charles E. Wilson of GE:

"Last Sunday morning war came to the United States in a treacherous and unprovoked attack on the Hawaiian Islands . . . From that moment on, no American was working for himself alone, but for the whole of our country, for the future of that country and of humanity."

- The next Sunday 2,500 employees reported to work to speed work needed by the U.S. Navy and Aircraft Ordnance.

- "Remember Pearl Harbor" became a familiar slogan at work.

Bowlers invited to no-tap tourney

Openings still exist for four-person teams in the GE Club no-tap tourney.

Entrants must be ABC and WIBC

sanctioned bowlers.

To make a reservation or request an entry form, call Ext. 2042 or 743-8487.

ADLETS

FOR SALE

DINETTE TABLE, oval, dk. brown, one leaf, \$25. 456-5704.

'75 YAMAHA RD 200, low miles, ex. cond, \$400 firm. 489-3232.

FIRESTONE TIRES, Super Sport, two G-60, two F-60, \$175. 432-3274.

WESTERN RIMS W/TIRES, 4 uni-fit, good cond, \$100. 637-3087.

ALUMINUM STORM WINDOWS, assorted sz., some new, \$5, \$10 ea. 747-4066.

'78 CHEVY MALIBU CLASSIC - 4 dr, V-8, ex. cond, \$1,995. 637-5003.

'78 AUDI FOX, good family car, many extras, \$4,800. 432-5978.

GAS STOVE, 4 burner counter-top. Make offer. 747-0457.

AIR CONDITIONER, \$165. 484-5353.

SOFA, 88" gold floral, tufted back, \$125; leather lounge chair, green, \$5. 749-0862.

PAINT SPRAYER, Sears 1/2 HP w/gun and hose, \$75. 743-5843.

RANGE, \$65; Oven, \$65; hood fan, \$12; carpet & pad, 30 sq. yds., \$60. 483-1936.

'77 LTD, auto. trans., PB, PS, 26,000 miles. 639-6618.

27' TRAVEL TRAILER, never used, bargain. 484-2888.

'76 KAWASAKI 750, lots of extras, chrome, ext. forks, \$1,300. 432-5138.

STRAW. 447-6296.

COLECO POOL, 15 x 27', good cond., all access, \$500. 447-2370.

MOBILE HOME, 12 x 51', 1 bedroom, air, good shape. 493-1119.

GIRLS' BICYCLES, two 10-spd. 27"; dual exhaust system for '72-74 Cutlass. 484-3068.

GM WHEELS, two 15 x 7, \$16. 747-5487.

PORCH ROCKER, reed, spring; twin beds, maple; 6-drawer chest. 432-2896.

RADIAL ARM SAW, B & D compact, 120 v, 5200 rpm, 7 1/2 dia. saw, 2-7/8" cut. Manual & metal saw stand incl. 432-4803.

'88 MUSTANG, runs good, body in good cond, \$1,000. 1-238-4538.

GARAGE SALE, May 1-2, 9 to 5, 6539 Bellefield Dr. 485-5521.

'78 XR 75 HONDA, red, good cond. 693-2985 after 5:30.

PICNIC TABLES, brand new. 639-6543.

WESTERN SNOWBLADE, 7 1/2' for Chevy trucks, complete, good cond. 627-5692.

GIRL'S 20" BIKE, banaria seat, hi-rise handlebars, blue, \$25. 485-9858.

CAST IRON SINK for replacement or lake cottage. 424-6826.

LAWN MOWER, 20" push, Briggs & Stratton, \$30. 485-2862.

GAS DRYER; Getzen trumpet; clarinet; door; excel. 489-5770.

SHASTA TRAVEL TRAILER, 14'. 747-2271.

GUITAR, Lotus, electric, new cond, \$250. 447-1275.

CAR TOP CARRIER, lg. grey vinyl, collapsible, zippered side for std. station wagon, \$50 or best offer. 749-8627.

CARPET, lt. gold, 50 yds, good cond, \$150. 745-1315.

TRAVEL TRAILER, Phoenix 19', self-cont., sleeps 6, ex. cond, \$1,795. 485-8830 after 4 p.m.

GARAGE SALE, St. Vincent's School, May 9, 9-5, 8753 Auburn Rd.

HOUSE, part of estate, easily converted to duplex, reas. 437-9332.

HONDA MINI-TRAIL CT 70, like new, 900 mi., \$400; HO train board 5 x 8', \$40. 897-3032.

18' CANOE; 2 Lawn Boy mowers; violin; best offer. 485-1151.

DUPLEX BED, firm mattress, good cond, \$100. 422-7739.

BICYCLES, Porta-bicycle, Schwinn tandem; 12" bike w/train. wheels. 747-5510.

ALUMINUM SIDING, new, 20 sq. ft. avocado gr., '54 Chev. auto. 639-3895 after 5 p.m.

CLOTHING, misc. items, May 6-7-8, 9-6, 1006 Ludwig Pk. Dr.

AFRICAN VIOLETS, blooming, \$1 - \$1.50, 12 varieties; crocheted afghans \$27-\$29. 456-1081.

SWING SET \$15; 1/2" Re-rod, new metal ceiling boxes w/hangers; carbon arc torch. 447-5910.

WHEELS, 15 x 7 Fenton Alum fin., fit all GM, \$150. 672-8269.

SERVICE MANUALS, '61 Chevy, '71 Buick, \$5 ea. 456-9429.

WORK TABLE, 2 1/2' x 7 1/2', metal legs, \$10. 447-4066.

'74 350 HARLEY-DAVIDSON SX, clean, runs good, \$375. 747-6090.

'76 CENTURY 17' INBOARD, 351 V-8 w/trailer, \$5,500. 1-488-2717 after 5 p.m.

CAR RADIO, \$25; 3-man tent, \$15; house near GE. 456-8303.

MODERN 5-ROOM HOME & garage, Knapp Lake, \$18,000. 483-1711.

GARDEN TILLER AMF, 5 HP; pickup bed liner, fits Chevy short bed F.S. 489-3950.

'74 HONDA MT 250 Elsinor, new clutch and batt, \$400. 1-248-8321.

MERCURY OUTBOARD '79, ex. cond, \$400. 426-5566.

FOR RENT

HOUSE, 2206 Brooklyn, carpeted, parking. 672-2730.

COTTAGE, 3-bdroom at Wawasee, \$200 week. 493-1041 after 5 p.m.

HOUSE, 2 bdroom, small, south. 745-0739.

SMALL COTTAGE, Lake James, good beach, \$150 week, not avail weeks 30, 31, 32. 447-6740.

WANTED

LAWN SPREADER, good cond. 747-3266 after 8 p.m.

CHEV. ENGINE, 350 C.I.D. 665-5603.

GO-CART in good cond. 1-897-2783.

AIR CONDITIONER, small, for bdroom. 485-1898.

8 MEN TO BACKPACK, 1 week Smokey Mts. AP trail, late June. 749-4497.

SOFT TOP for CJ5 Jeep; AM-FM Stereo car radio. 657-5718.

CROWS NEST, active this year. 432-3172.

DOG HOUSE, lg or Xtra lg. fiberglass indoor. 432-4481 or 432-6773.

AIREQUIPT metal 35 mm slide magazines, used. 424-0195.

SERVICES

PHOTOGRAPHY - weddings, family & indiv. portraits, copy work, custom framing, pets. 432-9753.

HOUSECLEANING, general cleaning. 747-5531.

ALUMINUM SIDING, vinyl coated, installation. 493-3218.

FREE

LARGE GROCERY BAGS, Pringle potato chip cans. 745-1666.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

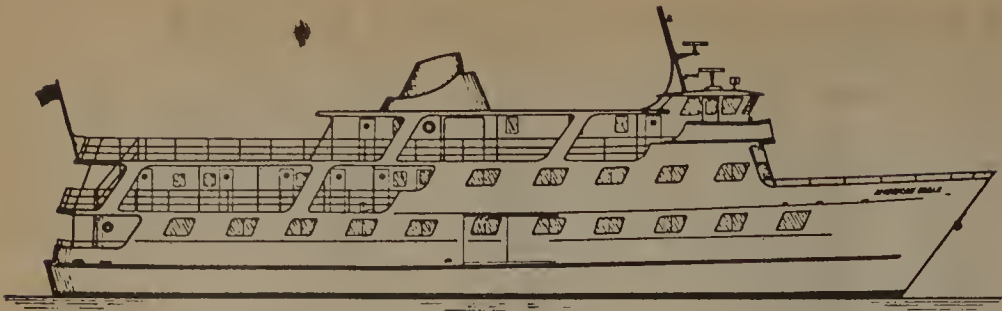
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The item(s) referred to in this ad are in no way connected with any business venture. All ads published as space permits.

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Cruise ship American Eagle will set sail July 19.

Employees invited to cruise

The Elex Club invites GE employees, pensioners and guests to go island hopping in heritage-rich New England during summer Shutdown, July 19-26.

The cruise ship American Eagle will set sail July 19 for Block Island, Nantucket Island, Martha's Vineyard, Newport, Cape Cod, Boston and Gloucester.

Shore tours will include stops at

the "Breakers" Vanderbilt mansion, shops, museums, busy waterfronts, a whaling center and oceanographic institute.

For more information, contact the Elex Club office, Building 18-3 or call Ext. 3555.

Reservations and final payments are due May 15 at Grueninger Travel Service.

AMO trains CNC machine operators

MACHINE, continued from Page 1.

he adds. "It is not a production job. We probably run an average of three jobs a shift on the machine, and the average job has about four pieces."

"The machine has not taken the complexity out of the task."

For instance, while a part is running on the machine it can warp. The machine doesn't know that, but an alert, experienced operator like Burris picks up on it and makes the adjustments on the computer program.

So far, four persons have been fully trained to operate the two new machines, and two are being trained as back-up operators. In the future, AMO plans to invest in similar machines to help perform other operations in the toolroom.

"These kinds of investments not only help us improve our quality and productivity, but because the parts off these machines are so consistent we help those who follow in the manufacturing process improve theirs," notes Kies.

Prices on S&SP investments listed

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in March. The Long Term Interest Fund price for the last day of the month is also shown as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate		Long Term Fund Price	YTD Annual Income Rate
				1980	1981		
January	\$61.863	\$29.643	\$10.00	10.9%	13.1%	\$9.31	14.1%
February	63.118	28.834	10.00	10.9	13.1	9.07	14.3
March	66.580	29.905	10.00	10.9	13.1	9.19	13.9*

*At March 31, 1981 the net current yield of the long term investment portion of the fund was 13.3 percent.

Graduations, weddings raise insurance question

Summer is just around the corner, and that means children are graduating, taking on full-time jobs and getting married.

Those events are important to employees who are carrying children as dependents on their Dependent Medical or Dependent Life Insurance plans, says Chauncey Miller, manager of benefits.

Those dependents can, within 31 days of losing their dependency status, convert to outside policies without having to wait or give evidence of good health. Making the

conversion before this grace period is up will assure continued insurance coverage, says Miller.

Dependents are eligible to convert their GE dependent life insurance to a Metropolitan Life Insurance policy within 31 days of the date they are married, assume a full-time job after age 19, or reach the age of 23 if coverage was continued beyond age 19 for any qualifying reason.

Those events also signal the end of dependency coverage through the **Dependent Medical Insurance Plan**, except that a dependent over age 23 who is a full-time student or is mentally or physically disabled does not lose dependency status. The plan allows dependents 31 days to convert to an outside Blue Cross policy.

Employees who have questions or who want to make such conversions should contact Margie Guinn at Ext. 2768.

Tennis anyone?

Employees interested in the GE Club Summer Tennis League should contact either Connie Houser at the GE Club, Ext. 2042, or Rick Stoller, Ext. 2666.

Play begins this month at Concordia Theological Seminary on North Clinton. Matches will be played Tuesdays and Thursdays.

A \$25 fee pays for play through August.

Softball deadline May 8

John Hauenstein, manager of the GE Club Men's Slowpitch Softball League, announced that Friday, May 8, is the deadline for entering teams and paying the necessary fees.

Fees and rosters may be turned in at the GE Club. No entries will be allowed after Friday. Teams will play Wednesday evenings at McMullan Park.

For information, call Hauenstein at Ext. 3366 or after 5:30 p.m. at 432-5862.

In memory

Marie A. Thomas, New Haven, died April 24. She assisted in the painting operation at Broadway GPM prior to retiring in 1976.

SPECIAL PURCHASE
CLASS "E" AUDIO
HOUSEWARE &
PERSONAL CARE

7-4545
FM/AM Clock Radio with Snooz-Alarm® Clock Control

SALE PRICE \$20.99

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GE FM/AM Table Radio with built-in AFC

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These are only a few examples. We have many other items at similar savings.

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at Employees' Store

3-5813
40 Channel Mobile CB
Featuring large, 10mm LED Channel readout, RF Power: 4 watts max., PA (Public Address) capability with CB monitor, large backlighted S/R/F meter, Switchable ANL, screw-on type Mic, and quick release system.

Sale Price	\$52.99
Less Mail In Rebate	- 3.00
Less Employee Rebate	- 15.00
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SALE STARTS 10:00 AM
MON. MAY 4th
SOME ITEMS LIMITED

7-2841
FM/AM Portable Radio with Two-way Power plus Instant Weather

SALE PRICE \$19.99

7-2810
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Sale Price	\$15.99
Less Mail In Rebate	- 2.00
NET COST	\$13.99

GENERAL ELECTRIC STANDARD LIGHT BULBS 60, 75, 100 WATT

Reg. 4 for	\$2.12
Now 4 for	1.38
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Beginning May 10
Dial 426-7431
New GE Phone No.

MAY 8 1981

ALL INFORMATION
PUBLIC

MAY 8, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 17

General Electric News



Inside today: an interview
with George Farnsworth

GE 'connection' changes May 10

To succeed in business, it pays to have the right connections.

Beginning at 12 a.m. Sunday, May 10, the "right connection" at Fort Wayne GE will be 426-7431, instead of 743-7431, because that is when the big switch will take place in the telephone exchange number.

"I think most people are aware that the number is changing," says

Chief Operator Maxine Patterson.

She and the other three operators handle over 3,500 calls a day on GE's switchboard and see plenty of ways for employees to be more productive users of the telephone.

"I think it is very important for employees to let their children and babysitters know their new GE phone number as well as their exten-

sion number at work. Also, it's important to give them their supervisor's name in case the employee needs to be contacted at work. That would save everyone a lot of time," notes Patterson.

"This is particularly important now that we have so many people transferring to other jobs."

She says that the switchboards are busy most of the day.

"I think people need to realize that these lines are here for business calls. Personal calls often tie up the lines when people need to make sales calls or notify their supervisors of absences."

Operators give helpful hints

Operators Dorothy Love and Betty Weimer also suggested that phone users have the needed information ready before they make a call. It also is wise when calling someone outside the plant to leave your full name and extension number so that they can return the call.

Effective and efficient use of the telephone is just one more way of cutting costs and making more productive use of one's time, notes George Lambroff, manager of telephone facilities.

Jones named GPM marketing manager

Frederick L. Jones was named marketing manager for General Purpose Motor Department this week. He reports to James Meehan, general manager for GPM.

Jones replaces Walter T. Benecki, who was recently named manager of the Pittsburgh territory for the East-Central Apparatus Service Business Departments.

Jones comes to GPM from DeKalb, Ill., where he was manager of marketing for Appliance Motor Division.

He has held other positions with AMD and with Components Sales Department, based in Fort Wayne.

Jones received a Bachelor of Arts degree in industrial engineering from Georgia Tech and is a graduate of GE's Test Engineering Program.

He will be relocating to Fort Wayne soon.



Chief Operator Maxine Patterson (left) and Operator Dorothy Love are two of the faces behind the voices of GE's telephone switchboard service. Other operators are Betty Weimer and Linda Channell.

LTDI — 'It's there when you need it'

Disability 'made a believer' out of HMO's Spurgeon

It took a mysterious ailment to convince Dick Spurgeon his Long Term Disability Insurance was worth the premiums.

The repair operator at HMO, Building 17-2, had been paying premiums for years and never received anything back.

One day in January 1978 he and a fellow worker were wondering whether it was all worth it.

"We were talking about dropping the plan. Neither one of us had known anyone to use the benefits," recalls Dick.

Glad he kept LTDI

The other person went ahead and dropped out of the plan, but Dick stayed in. A week later it turned out to be one of the wisest decisions Dick has ever made.

"I woke up one morning and couldn't walk. I felt like I'd had a stroke or something," Dick says.

He went back to work and was fine until suddenly it seemed the floor was heaving like a roller-coaster under his feet.

"I eventually went to the hospital for tests, but they couldn't find out what caused my dizziness and light

headedness. They thought it might be my teeth, so they scheduled surgery for April."

Then Dick developed a kidney infection, and when he was about to go in for teeth surgery, his heart "acted up."

"I was beginning to wonder if I'd ever make it back to work," he says.

"I was really getting worried about what would happen next," Dick recalls.

"I didn't realize it at the time, but Long Term Disability Insurance works hand-in-glove with Sickness and Accident Insurance and with Social Security Disability Insurance.

When his S&A benefits ceased after six months, his LTDI benefits began to arrive monthly.

"I received nothing from Social Security Disability Insurance because that doesn't begin until it is guaranteed you'll be off a year. Since it wasn't known for sure that I'd be off a year, I would have had to wait a year to begin receiving Social Security benefits.

"I think this is where so many people have a misconception about LTD Insurance. Some think you

have to pay it back. What happens is that LTDI pays for Social Security disability until Social Security starts. That way you're not left without any income between six months and a year of disability."

LTDI fills Social Security gap

If and when Social Security does kick in, it pays LTDI back for the six months of coverage.

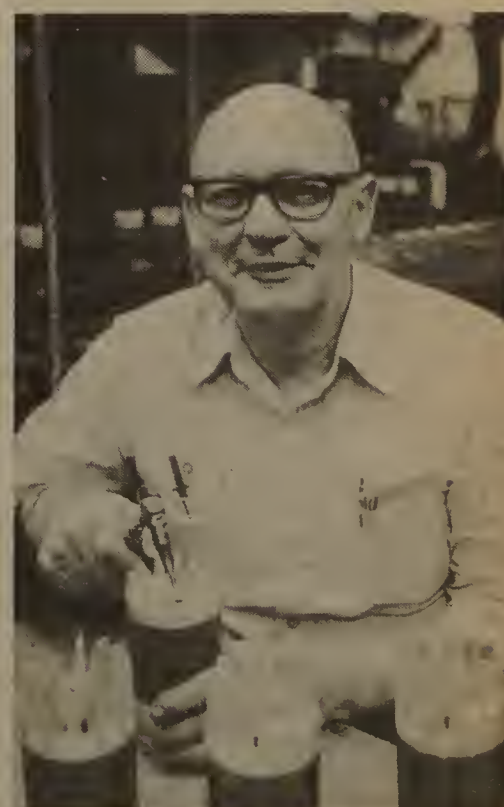
"In my case I was disabled for just over eight months, so Social Security never did pay anything. I kept all the LTDI pay I received.

Dick eventually found out what his medical problem was — a narrow artery in his heart. Now his ailment is controlled with blood-thinning medication and he's working full-time.

'Now I'd never do without it'

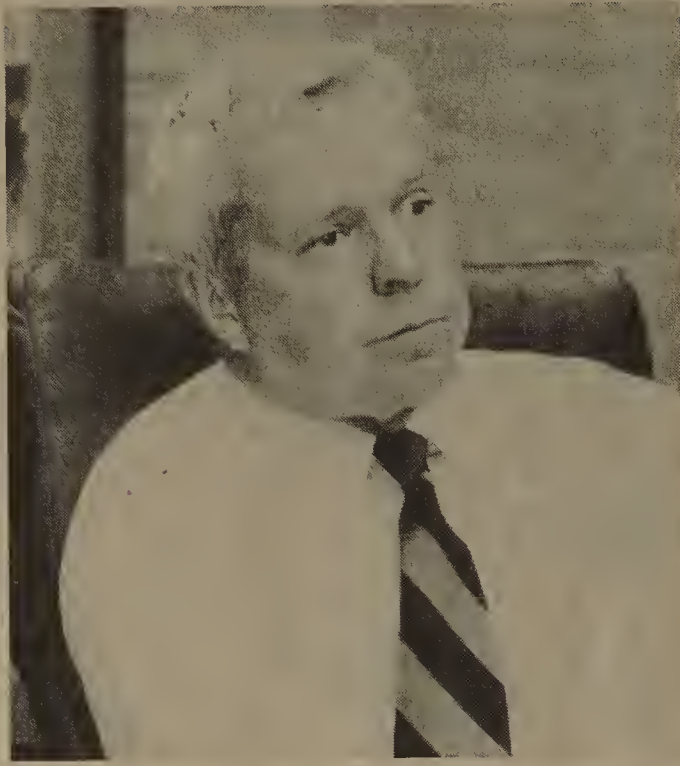
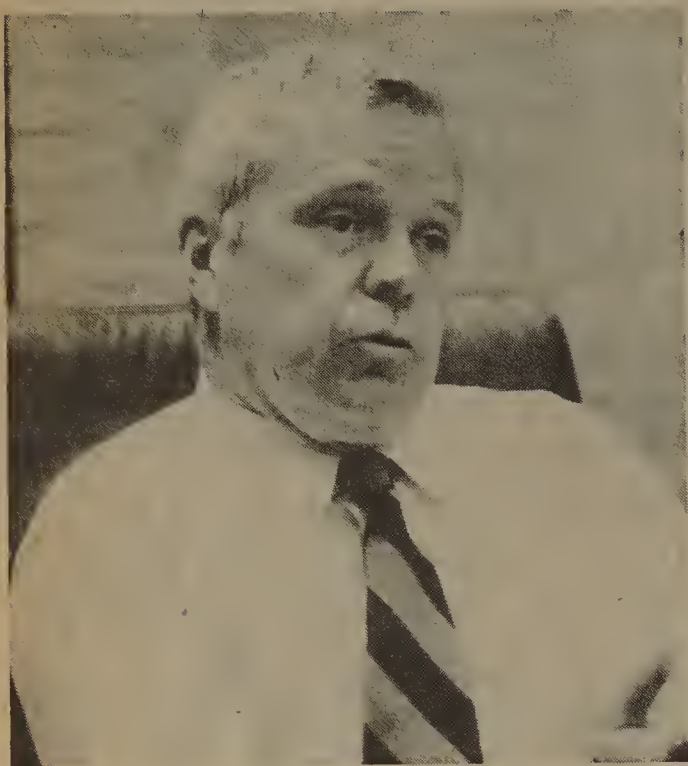
"I'm still paying the LTDI premiums, but I hope I never have to use it again," he notes. "Still, you know it's there when you need it — it gives you peace of mind."

It took a serious illness for Dick to fully understand how LTDI works. "Now I'd never do without it," he says. "It made a believer out of me."



Dick Spurgeon, rotor repair operator in Building 17-2, wouldn't be without the protection of Long Term Disability Insurance now that he knows firsthand what it can do. It works "hand-in-glove" with Sickness and Accident Insurance and Social Security, he says.

World competition — What's it me



An interview with George Farnsworth, Fort Wayne area GE executive:

GE NEWS: Last September, you said that over \$30 million would be invested in the next five years to make GE Fort Wayne businesses more competitive. How are those plans progressing?

FARNSWORTH: We have continued to make significant investments in the past several months, and the program is progressing on schedule. It appears \$30 million, or slightly more, is what we will be investing over that time period.

GE NEWS: What determines how much we invest and where we make investments?

FARNSWORTH: Really two things: our business needs and our competition. I think most people here are aware that to keep our busi-

nesses competitive, we must concentrate on reducing material and labor costs and on improving the quality of the products we produce.

Many of the products that we make here are made only in Fort Wayne. That is partly because of the special skills our people have and their experience. So if we are going to invest in those product lines, we will invest in Fort Wayne plants.

At the same time, we have as much need to improve our productivity and quality as anyone. So, investments are targeted at making those improvements. As we have said before, it's our intention to build our products where we can make them most competitively. We think we can be competitive in many product lines here in Fort Wayne.

GE NEWS: In recent months, employment has improved at Fort

Wayne GE. What factors determine whether employment goes up or down?

FARNSWORTH: The key thing is customer orders for our products. A good example is the recent increase in employment at Specialty Motor, Taylor Street. The heat wave of last summer created a sudden and unexpected demand for air conditioning fan motors like those that SMD produces. That increase in demand is what brought employment levels up — just as the drop in demand last spring and summer pulled employment down.

GE NEWS: Is there anything that we as individuals can do to increase our job security?

FARNSWORTH: Yes, I think so. This may sound simplistic, but how well we do our jobs has an impact on employment security. And that burden is not on any one segment of the

hearing a lot about lately. Just how important is it in today's competitive environment?

FARNSWORTH: I think that along with productivity, quality is the business issue. You know, when you talk to people about how they perceive the quality of Japanese cars compared to American-made cars, you get a feeling for how sensitive consumers really are to quality. The old standards just aren't good enough anymore.

Even though GE is considered to be the quality supplier of motors, don't believe we are even close to where we can be or ought to be. We need to make giant strides. Quality could quickly become a survival issue for us, as it is in the U.S. auto and TV industries, if we simply rely on our past accomplishments. Our competition has a lot to gain if we don't continue to set the leadership standard for our industry.

GE NEWS: What role does the Quality Makers program play in this effort?

FARNSWORTH: The Quality Makers program from our sector is an incentive program designed to raise employee awareness of the importance of quality. But to continually improve the quality of our products and our work is not just a contest, in my view. It is a fundamental of business.

For example, GE's appliance business is striving to make major quality improvements, but they can't do that without our help since they use components that we make.

'Quality . . . is not just a contest in my view. It is a fundamental of business'

GE NEWS: What investments are being made to improve the quality of our products?

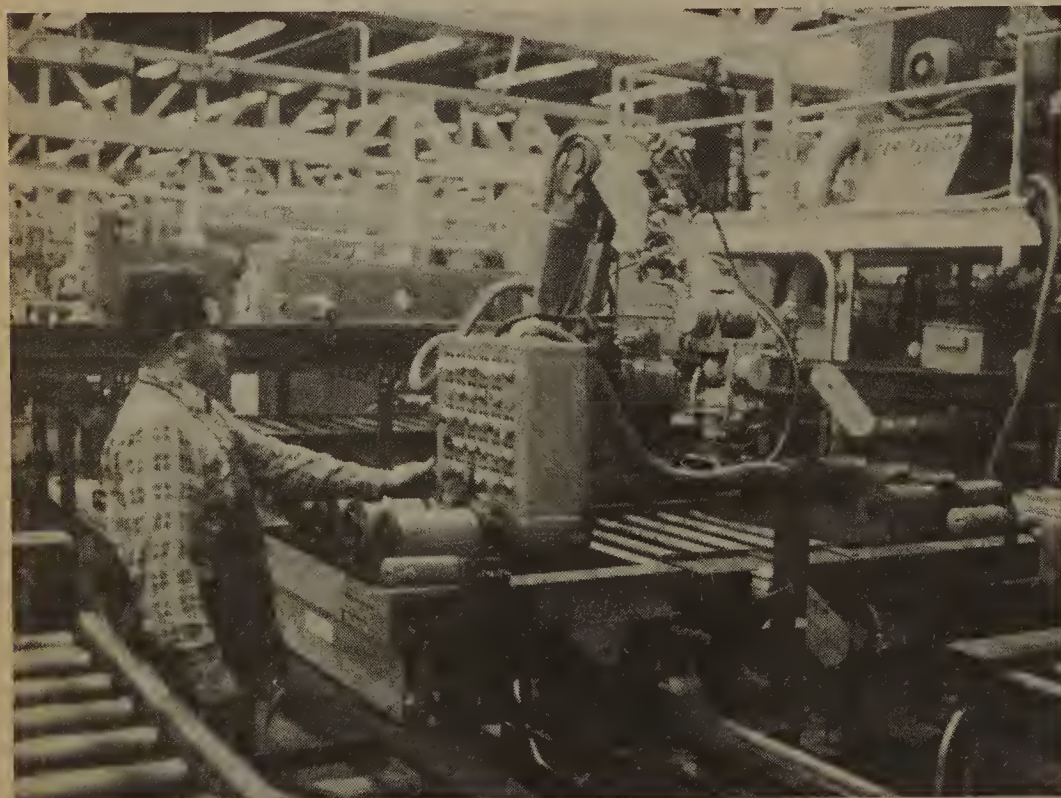
'It takes everyone working together to make our business competitive'

workforce. It takes everyone — management, technical people and production people — working together to make our businesses competitive.

A general demand for motors or transformers does us no good unless we can translate that demand into orders for our products. The design, quality, and cost of our products, together with on-time deliveries determine the perception the customer has of us.

Often, there is little an individual alone can do in these areas, but I think there is a lot we can do collectively to win the orders that provide jobs.

GE NEWS: You mentioned quality, which is a topic we've been



The new \$270,000 automated anneal process at GPM Taylor Street, operated here by Victor Martinez, not only improves productivity, but cuts operating costs in another way, by saving energy. It is an example of the investments Fort Wayne GE businesses must continue to make to stay competitive in world markets.

n for Fort Wayne GE businesses?

FARNSWORTH: Well, the major investments are in the area of mechanization. And the reason is not that people do not want to do quality work. I think most people do want to build products that are of the highest quality. The problem is that in some cases it is just humanly impossible to constantly duplicate the standardized quality that can be achieved through mechanization. We must stay ahead of, and in some cases catch up to, our competitors.

We also are investing in better inspection and testing equipment, but you can't inspect quality into the product, as we all know. What these new techniques will do is give us better information so we can do the work right the first time.

'Our exports are important to us, because our potential markets are greater offshore.'

GE NEWS: International competition in our markets seems to be intensifying. What significance does this have for those of us working for GE in Fort Wayne?

FARNSWORTH: There are two important aspects of international competition that affect us here. The first is that foreign companies are now selling their products in U.S. markets. A specific instance is the entry of Hitachi into the DC golf cart motor business. Hitachi has held its prices at the same level for three years, while our material and labor costs have skyrocketed. While we succeeded in getting the contract for DC motors from E-Z-Go the last time, Hitachi will be back. We must hold down costs while we improve our quality and designs in order to keep this important part of our business.

The second important aspect of international competition is the other side of the same coin. It's our ability to sell our products in other countries. Exports are important to us because our opportunities — our potential markets — are greater offshore than they are in the U.S. We already have a large share of many domestic markets, so we don't have as much to gain here.

To be successful in foreign markets, we need 1) a strong sales effort, 2) high product quality, 3) costs that are competitive worldwide and 4) timely deliveries. Foreign labor costs often are lower than ours, and import duties are added onto the price of our products when we sell them abroad. That's why we must drive for lower costs through improved productivity.

If we have strong export sales, they tend to keep our foreign competitors busy offshore, and protect our sales base in the U.S.

GE NEWS: What major changes do you foresee in our Fort Wayne businesses over the next few years.

FARNSWORTH: Not many as far as new products are concerned. We are working on a variable speed motor in GPM for the business machine and computer markets, and of course we will continue to make improvements on our current product lines. The changes will likely be more subtle technical refinements, not revolutionary changes.

'Our number one priority is to drastically reduce all of our operating costs here . . .'

GE NEWS: How long can we expect to remain competitive in older, multi-storied facilities, while many



Kent Gugelman uses a new computer system at Specialty Transformer. Such investments in new technologies to improve productivity will continue, says Area Executive George Farnsworth.

of our competitors are operating in newer, more efficient facilities?

FARNSWORTH: Our older Broadway buildings are more costly to operate than a modern, single-story factory. However, as we continue to invest in mechanized systems, we can offset some of the disadvantages. To duplicate this space in new buildings would be prohibitive in cost. Since the higher cost of operating in Fort Wayne continues to be a burden, our number one priority is to drastically reduce all of our operating costs here to offset this disadvantage.

GE NEWS: What strengths do we have here that we can build upon?

FARNSWORTH: I see a lot of strengths. Most important is our trained and skilled workforce.

Second, we have a community and state that are supportive of business. Taxes and other costs of doing business in Indiana and Allen County are relatively attractive.

We also have responsible union leadership in our businesses. There have been noticeable improvements in our labor relations in the past two years. I certainly do not regard the labor climate here as a negative.

GE NEWS: How are we doing on our commitment to provide opportunity for personal development and fair reward to employees for performance on the job?

FARNSWORTH: I think our various training, manufacturing studies and tuition reimbursement programs provide excellent opportunities for self-development.

In addition we have been trying to tap our valuable human resources through suggestion programs, Quality Circles at Winter Street, Value Analysis at Motor Technology Operation and other measures.

As all of us will see when we receive our Personal Share Statements later this month, we've had many recent improvements in benefits. I would encourage people to take a close look at what is offered and take advantage of our excellent benefit program.

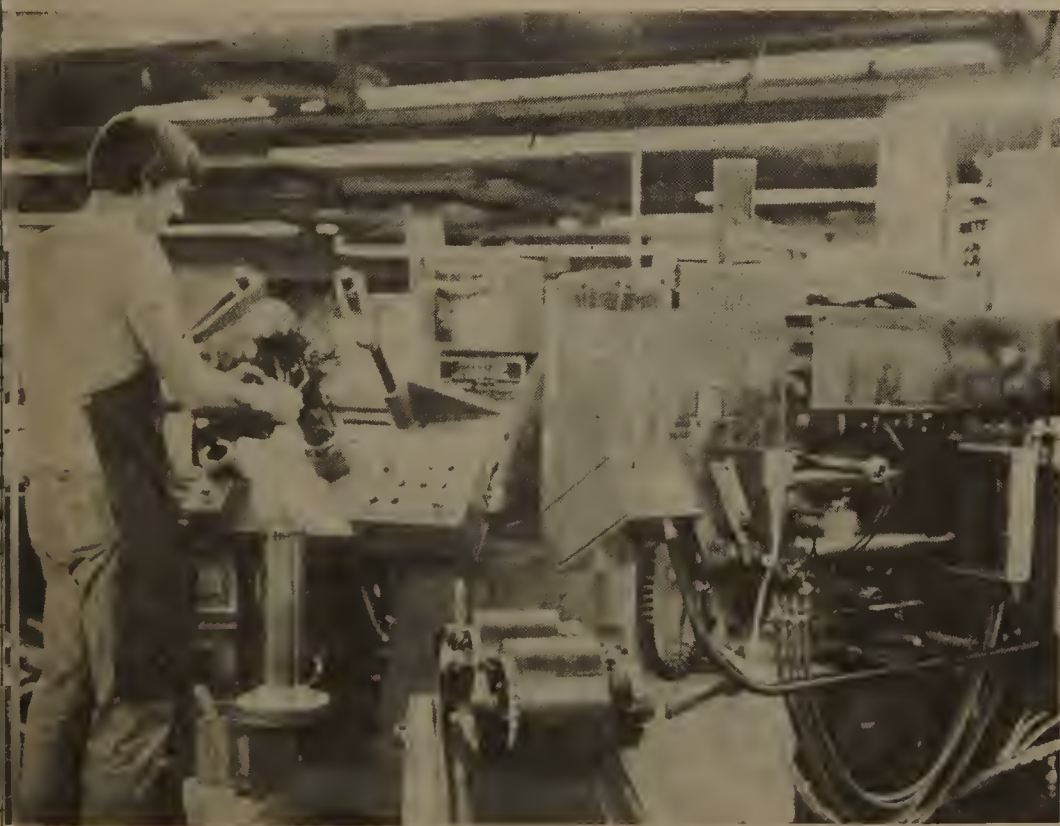
General and cost of living increases for hourly and non-exempt employees, and the changes in the exempt pay structure, have kept employee pay competitive.

'We've invested tens of millions of dollars in recent years to improve the environment of our workplace.'

Also, we have made investments in mechanization that have improved job safety and eliminated some of the dirtier jobs. In addition, we have spent tens of millions of dollars in recent years to improve the environment of our workplace. We'll do whatever is necessary to ensure a safe and healthy environment. There are no financial limits to this commitment.

GE NEWS: Is there anything you would like to add that we have not already covered?

FARNSWORTH: Yes there is. I think it is very important for each of us to recognize that we are citizens as well as employees. The view that people have about Fort Wayne as a community does have an impact on our jobs at GE, because we operate in a community — not in a vacuum. Each of us has something to offer to help make Fort Wayne a successful, vibrant community. Our efforts in that direction will benefit our community, our employer, and ourselves.



Investments such as this new coil winder at HMO are helping to cut operating costs of Fort Wayne GE businesses. Bob Gerber is the operator shown here.

Elex members to cast ballots May 11-15

Election of Elex Club officers for 1981-82 will take place May 11 through May 15.

All eligible members of Elex may participate in the voting by obtaining ballots from the Elex contact person in their area or from the Elex office, Building 18-3.

Marked ballots are to be returned to Fern Fry so that she receives them by May 15.

The Elex Club for GE women is now conducting its 65th membership drive. Annual dues are \$3.50, which entitle members to participate in such events as the GE Midwest Women's Convention, a special Christmas program, evening craft

classes, roller skating parties, and day trips and shutdown vacation trips.

Elex members also participate in service work with Byron Health Center, Fort Wayne State Hospital and Training Center, Parkview Memorial Hospital and Lawton Nursing Home.

Also, there are a number of supper and luncheon programs throughout the year.

After May 29, memberships will not be accepted until May, 1982, except for new employees and returnees from sick leave or lack of work.

President

First vice president



Dolores Benzinger
Bldg. 17-3



Joann Bowers
Bldg. 4-2



Joan Hoover
Bldg. 4-6



Inez Rose Maldens
Sec. 14 T. St.

Second vice president

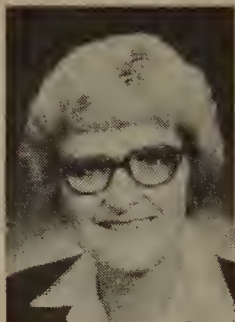
Secretary



Lois Ellis
Order Service T. St.



Gail Page
Broadway E. Gate

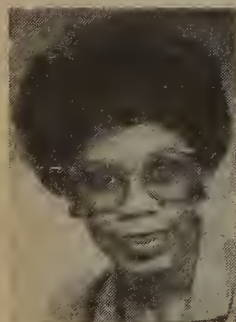


Marge Evans
W. St.



Rhonda Napier
Sec. 14 T. St.

Trustee — vote for two



Sharon Bynum
Bldg. 31-1



Clydie Kelso
Bldg. 26-3



Lucy King
Bldg. 26-4



Rose Nagel
Bldg. 17-1

Directors — vote for three



Shirley Boyle
Bldg. 17-3



Patricia Cook
Bldg. 18-4



Juanita Corkwell
Sec. 14 T. St.



Judith Dunderman
Sec. 14 T. St.



Anita Koeneman
W. St.

ADLETS

RIDE WANTED/RIDERS WANTED

RIDE OR RIDERS, Pleasant Lake area, 8-4:30. 475-5082 or 475-5102.

FOR SALE

HOUSE for sale or rent, Monroeville. Rent \$150 mo. 1-419-782-8341 or 456-4758.

CHILD'S BICYCLE, Schwinn Pixie, training wheels, \$40. RI Red hens and rooster, exc. layers, \$3 ea. 625-3188.

FORD 429 w/trans; Pont. 389 w/trans; Chevy 235 w/trans. Cheap. 447-5910.

INTER-COM \$20; 25" Color TV; tubes for old radios. 744-3807.

BEDROOM SUITE, Bassett, off-white, 7 pcs. comp., ex. cond. \$450 firm. 638-4768 after 5 p.m.

'78 KAWASAKI 650, 3900 mi., ex. cond, many extras. 482-2305.

HOUSE, Assum. 10% mortgage, 3 bedrooms, den, 2 baths. 456-1795.

'80 DODGE OMNI, std. trans, loaded, deluxe trim & int., getting co. car. 637-5906.

'78 HONDA HAWK, 400 cc, fairing, lugg. rack, ex., \$1200. 925-2852 eve.

LAZY BOY ROCKER, porcelain sink, counter top stove. 485-0304.

GE COMP. STEREO record changer, AM-FM stereo receiver, 2 speakers. \$60. 432-6170.

'76 TRAVEL TRAILER, Coachman 5th Wheel, 26', like new. 489-5144 aft. 5 p.m.

SCHWINN GIRL'S 20" Sting Ray Fair Lady, \$40. 625-4558.

'70 VW WAGON, good 2nd car, good MPG, \$350. 447-4751.

'75 CHEVY 3/4 TON PICKUP, PS, PB, 4 spd. 456-6278.

GARAGE SALE, May 9, 9-5, 1914 Melbourne Ct. (Times Corner).

19" WASH BASIN, for garage or lake, reas. 485-8661.

ENLARGER for 35-120 film; elec. print dryer; print exp. meter, all for \$40. 747-3831.

GARAGE SALE, May 9, 9-5, tools, lawn, misc. 405 Pasadena Dr.

SWING SET, lg, reasonable. 456-8311.

OVAL BRAIDED RUG, green, 8'8" x 5'6", \$20. 745-3042.

ANTIQUE JENNY LIND BED. 743-7094 or 426-7094.

SEARS WASHER AND DRYER, \$50. 484-9230.

'77 OLDS CUTLASS, PS, PB, ex. cond., 40,000 mi., \$3400. 672-3447.

'72 DODGE MONACO, air, cruise cont. \$375. 483-6331.

KENMORE 36" GAS RANGE grill, coppertone, \$125. 432-2316.

CORNER FIREPLACE SCREEN, \$25. 432-6289.

PICK-UP CAMPER 8 1/2', stove, refrig., heater, sleeps 6. 483-2986.

AIR CONDITIONERS, 5-10,000 BTU; cabinet doors, new. 743-4889.

WHEELCHAIR, Everest & Jennings Universal, ex. cond. 745-9450 after 5 p.m.

KETTLE GRILL, 22", never used. 447-6305 after 3 p.m.

SWIVEL ROCKER, olive green velvet, \$45, like new. 486-3195.

TV, 12" B&W Panasonic, like new. 484-5353.

ESTATE SALE, 2 bedroom suites, dinette set, color TV combo. 749-4702.

GARAGE SALE, May 8 and 9, 9-5, all items. 4432 Hessen Cassel.

RABBITS, all sizes, colors. 625-3266.

'73 CADILLAC, Coupe de Ville, sharp, make offer. 623-6361.

GIRL'S BIKE, 20" w/hi-rise handlebars, banana seat, blue, \$25. 485-9858.

KING SIZE BED, with bedding, like new. 747-4361.

LADIES' BICYCLE, Schwinn, single speed, like new. 745-1630.

'73 PINTON - 125 CC-MX, Formaloy 3 bike trailer, \$750. 486-1240.

'80 KAWASAKI 440 LTD, 650 mi., \$1500. 419-258-2135.

GE TOASTER OVEN, ex. cond. \$14.50. 456-8506.

15' STARCRAFT Trihull, 60 hp Johnson motor. 747-4383.

WAYSIDE TRUCK CAP, 33" x 8' insul. \$150; 10' sailboat, \$35; Whirlpool dryer, \$50. 747-5085.

ELECTRIC RANGE, apt. sz., good, \$30. 672-2094.

BRIDAL GOWN, lace w/train, sz. 10, never worn, \$28. 485-1709.

GIRL'S BICYCLE, 20", \$20. 483-1431 after 5 p.m.

MOTORCYCLE, '62 BSA, good cond. 623-6239 after 4 p.m.

GAS STOVE, sewing mach., wash basin, old dishes. 483-3857.

TRAVEL TRAILER, 15' Shasta; screen house 10 x 10; pup tent w/floor. 657-5267.

BOAT, Alumacraft 12'; Skip jack 8'; 6 HP Evinrude motor. 422-8386.

GARAGE SALE, St. Vincent's School, May 9, 9-5, Old Auburn & Wallen Road.

BOAT, 14' Starcraft, motor, trailer, ex. cond., \$800. 485-8322.

AQUARIUM, 20 gal., fish, all accessories. 745-0483.

ANTIQUE WALNUT DESK, nine drawers, re-finished, \$125. 489-4396.

WANTED

RHUBARB, can come pick. 432-3305.

OLD BEANBAG CHAIR, can be torn, just want beans. 447-6740.

TRAPS, for fur season, top pay, will pick up. 672-2452.

BEDROOM SUITE, queen size, good used. 456-5783 or 456-6529 eve.

HAMSTER CAGE, large. 1-724-9617.

RABBITS, Flemish or New Zealand. 747-7007.

10 SPD. BIKE, 23-25" fr., Yamaha or Honda, 4-500 cyc. 485-2520.

WALNUT RECORD CABINET, reasonable. 485-4267 eve.

FOR RENT

APT. SW near Luth. Hosp., 2 bdrms, dish-washer, wash/dryer. \$260 plus util. 456-2908.

STORAGE SPACE for Snowmobiles, autos, boats, etc.; month or year. 636-7264.

SERVICE

GARDEN TILLING, lawn and flower beds. \$9 and up. 422-6997.

CONTINUOUS GUTTERS and alum. siding. Free est. 627-2429.

ALUMINUM SIDING, vinyl coated, installation. 493-3218.

*ADLETS

GE NEWS BLDG. 18-3

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INDICATE TYPE OF AD HERE:

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|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Home Phone _____ Bldg. _____

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Signature _____

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FORT WAYNE, INDIANA

VOLUME 63, NO. 18

GE benefits add value to pay

Personal Share Statements handed out today

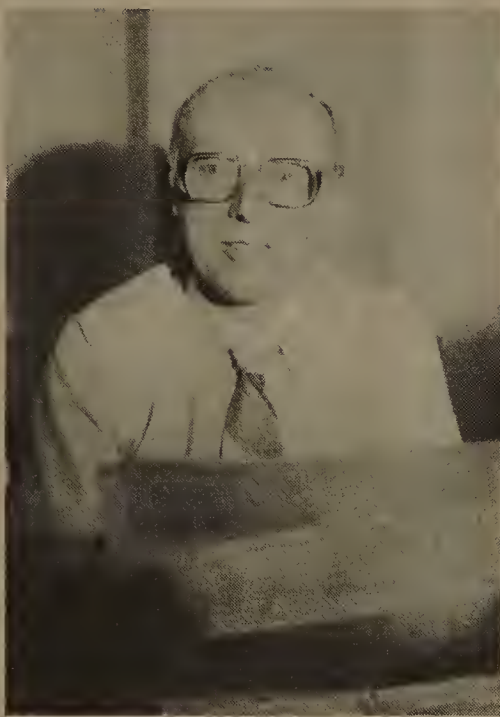
"Employees who are not taking full advantage of GE benefits may be working for less in total compensation — pay and benefits — than is available to them from their GE jobs.

"So every employee will know what's available is one reason each employee is receiving a Personal Share Statement today," says Chuck Welch, manager of communication and relations planning.

Valuable in financial planning

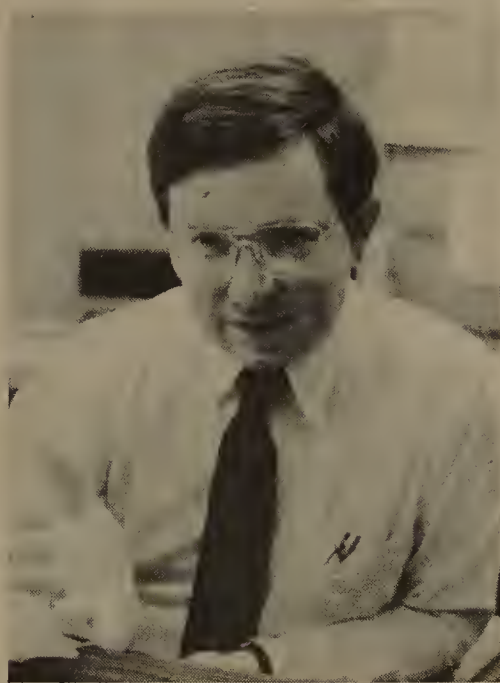
Chauncey Miller, manager of benefits, adds, "The Personal Share Statement each of us is receiving can be a valuable aid to making personal financial decisions. It should be studied carefully, shared with family members and kept in a safe place for future reference."

A statement has been prepared for every domestic employee on the GE payroll, as 1980 ended including about 4,500 in Fort Wayne. The information on each statement is based on pay, pension credits, Social Security laws, employee savings and other data as of Dec. 31, 1980. It does not reflect changes after the end of 1980.



Chauncey Miller, manager of benefits.

"Benefits are a substantial part of the total compensation each employee is working for," says Welch. "They represent an added cost to the business that's about 30 percent of each person's wages. That's why I think it's important that employees carefully review their statement and



Chuck Welch, manager of communication.

take inventory of the coverages available to them."

Welch points out that there are several new features on this year's statement. For example:

- The statement estimates what it would cost an employee to duplicate his or her medical insurance

coverage outside the company. "I think many employees will be surprised to find out the value of this benefit," says Welch. With the addition of a \$1,000 ceiling for out-of-pocket medical expenses covered by the plan, this benefit is even more valuable than in past years.

- This is the first year Dental Assistance Plan coverage has been listed on the statement. Employees become eligible for the plan after one year of continuous service.

- Weekly Sickness and Accident benefits were increased last year from \$175 to \$200 per week.

Pay increases benefits

"Additions to the benefit package are not the only way in which employees may notice improvements on this year's statement," says Welch. "One important way our benefits increase is through pay. As pay goes up — through raises, upgrades, promotions or cost of living increases — so do many benefits, including life insurance, Weekly Sickness and Accident Insurance, Long Term Disability and Savings and Security."

See SHARE, Page 4.

Test equipment largest AMO ever built



Shown with the largest piece of test equipment ever built by AMO are, from left: John Bresler, machine toolmaker; Dave Prough, control engineer; Harry Marshall, electrical machine builder; John Pullen, hydraulic machine builder; Gary LaRue, machine toolmaker; Jack Teegardin, Dick Key, Bob Bonewitz and Tom McGinnis, electrical machine builders; and Nick Beckman, machine toolmaker.

The largest piece of test equipment ever built by Advanced Manufacturing Operation here in Fort Wayne was shipped last week.

The test stand extended above the crane rails and nearly touched the ceiling in the Building 19-3 assembly area. It was so big it had to be disassembled to get it out the door.

The equipment will be used by Large Motor and Generator in Schenectady, N.Y., to perform no-load tests on motors rated up to 6,000 horsepower.

Part of product expansion

Its manufacture is part of AMO's continuing product expansion to serve the Industrial Motor Division of GE. Over the next several years, equipment of its size is expected to become commonplace on 19-3.

The equipment shipped last week included switchgear for control of test power; an oil lubrication system to control the temperature and flow rate of oil to the motor bearings; and instrumentation to monitor motor voltage, current, power consumption, vibration and temperature.

Provisions have been made for adding a computer at a later date to control the test and to record motor performance.



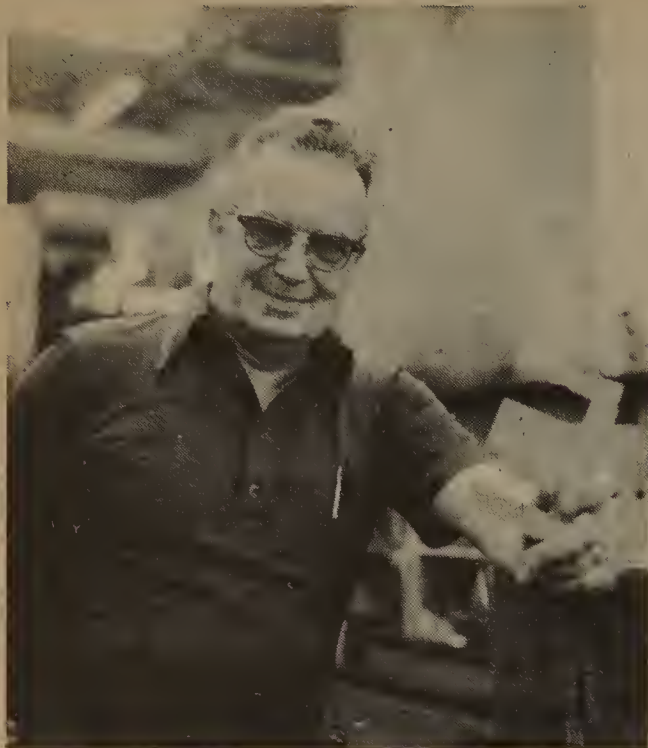
Gladys Black, SMD

A personal matter

To Gladys Black, time clerk at SMD, Taylor Street, the most valuable GE benefit is the Savings and Security Program, "because it allows me to save without missing the money."

Picking a most valuable benefit is a highly personal matter, as employee comments on Page 2 demonstrate.

The Personal Share Statements distributed today provide information for personal financial planning.



Sam Blough, STD

What's your most valuable benefit?

Oven operator eludes 'widowmaker,' \$17,000 in bills

First, anneal oven operator Sam Blough, Building 19-1, Specialty Transformer, is just glad to be alive. He has modern medicine to thank for that.

Second, he is glad he is not poor as a result of the huge medical bills that resulted from his life-saving surgery. For that he thanks the GE Comprehensive Medical Insurance Plan, which paid all but \$1,000 of the \$18,000 he amassed in medical bills. (The \$1,000 ceiling for out-of-pocket, covered medical expenses was just recently added to the plan.)

"I had what's called the widowmaker," says Sam. In December 1979, he went to the doctor for diagnosis of an aching arm he thought might be arthritis.

"I was on a treadmill for two minutes when the doctor stuck a chair under me and said 'sit down, you've got something else.' "

The next morning he had open heart surgery.

"I've been going real good ever since," he says. "The insurance even paid for 85 percent of the cost of a stationary bicycle prescribed by my doctor and 85 percent of rehabilitation costs at Parkview Hospital."

Sam's lifestyle has changed somewhat since the operation — he gave up smoking cigarettes after 37 years — but changes could have been a lot more drastic had it not been for GE insurance.

"That's the most important benefit to me," he says.

Dependent insurance No. 1 with Jack Biggs

"The most important GE benefit to me is the dependent (comprehensive medical) insurance", says Jack Biggs, second shift punch operator at GPM, Building 4-1.

"I pay just \$1.92 a week for that insurance. You can't get that or dependent life insurance any cheaper anywhere."

Jack says that when his wife recently had surgery, he paid a total of about \$200 of all the bills associated with her hospitalization.

"The insurance pays the first \$500 of surgical bills. After that, I pay just 15 percent of additional expenses, while the insurance pays the other 85 percent."

"My main concern is for my wife. That's why I think some improvements could be made to the pension plan. I think the survivor benefits should be larger."



Jack Biggs, GPM

GE medical insurance cushions blow to family

"I don't think anyone realizes how good GE's dependent medical insurance plan is until they need it," says Sharon Dammeier, who just accepted a new job as sales assistant with Components Sales Department.

"One morning in April last year, my husband woke up and just couldn't walk straight. He hasn't been able to go back to work since.

"To have that happen with two boys at home and medical bills on top of everything, I wouldn't know what to do without the insurance I have here.

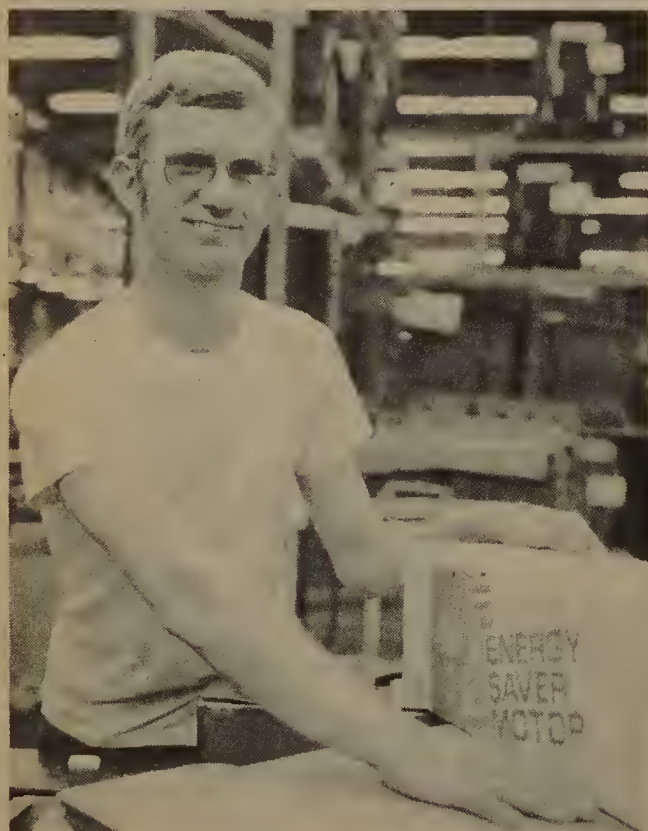
"Even my job itself means a lot more now."

Sharon estimates her GE insurance has paid about \$4,000 in medical bills.

"We had to go six months before his disability coverage kicked in, so I even used my Savings and Security Plan savings to tide us over."

"Even if I hadn't used it, the GE dependent insurance provides real good coverage, and the premiums are low. My husband was an insurance agent, so I know.

"I think people should price and compare outside insurance to what GE has to offer."



Fred Shinneman, SMD

Daughter, age 2, uses GE insurance

The most valuable benefit to Fred Shinneman, Wrap-a-mat operator at Specialty Motor, Taylor Street, is his dependent GE medical insurance.

His daughter, who just turned 2, already has made good use of the plan.

"My GE insurance paid \$2,000 on the hospital bill when she was born, and later paid \$1,000 for an eye operation she had," Fred says.

"I think the coverage is really great. I paid only about \$35 or \$40 when my wife had the baby. I took out the insurance for \$1.92 a week when I was married. It's really paid off."

Fred notes that he has never been laid off in his 18 years at GE, and he counts that among his GE "benefits."



Sharon Dammeier, CSD

ALLEY CHAT By Connie Houser

Jim Weiks Jr. rolls near-high series

Jim Weiks Jr. of the Masonic League gave bowlers a thrill when he rolled 696 series, only 20 pins from tying the season high series for the men.

As it stands, the season highs will undoubtedly be as follows: men's high series, Joe Russell (716); men's high game, Jay Miller and Leon E. May, (279) tie; women's high series, Mae Dial (618); and women's high game; Jean McDaniels (286).

Bowlers still have until the end of the day today to enter the GE Club Team No-Tap Tournament. Call 426-

8487 or Ext. 2042.

LEAGUE WRAP-UP

Apparatus League		Senior League 4/23 & 4/24	
Jack Lichtsinn	231	Earlene Macy	543
Walt Nielsen	214	Mary Snyder	519
		Fontanna McMaken	192
		May Dial	183
Tuesday Afternoon Ladies		Leon E. May	237
Delores Fox	509	Wayne Snyder	223-210
Doris Seals	188	Don Kaiser	223
Masonic League		Kenny Sorg	223
Jim Weiks, Jr.	696	Scudder Chaney	213
Small Motor League		Zeno Fox	213
Dick Roberts	603	Bud Snyder	212
Tom Jones	218-211	Friday Nite Ladies	
Maws & Pawa League		Pat Olds	504
Maria Hughes	522	Mary Koontz	205
Jed Putman	220	Georgia Thieme	192
Bob Carnes	211	Callie Allen	191
		Ann McKinney	180



Two Fort Wayne GE employees on the Financial Management Program (FMP) have won corporate honors for high grades in the auditing portion of the FMP training program. Paul Deal, manager of finance for SMD (left), presents one of the awards to Chris Ruttle, who will graduate from the program in June. Barb Baker (center), who completed the program last December, receives her award from Tom Dickson (far right), manager of finance for GPM. Second from right is John Fink, manager of the Motor Business Group Finance Operation.

Menu

Monday, May 18 — minestrone soup; chip beef and macaroni; pork steak. SPECIALS: pork steak, potatoes, vegetables; sloppy joe and fries; tuna salad and soup.

Tuesday, May 19 — chicken rice soup; beef and noodles; veal birds. SPECIALS: veal bird, potatoes, jello; jumbo frank and chili; chicken salad and soup.

Wednesday, May 20 — navy bean soup; porcupine meatballs; knockwurst and sauerkraut. SPECIALS: porcupine meatballs, pota-

toes, salad chuckwagon and fries; ham salad and soup; Mexican fiesta.

Thursday, May 21 — beef noodle soup, chicken stew; Swiss steak. SPECIALS: Swiss steak, potatoes, vegetable; bratwurst and fries; tuna salad and soup.

Friday, May 22 — chicken gumbo soup; macaroni and cheese; ham patty. SPECIALS: ham patty, macaroni salad, vegetable; batter dipped fish, macaroni and cheese; egg salad and soup.

In memory

Clyde E. Helms, 3921 Hoagland Ave., died May 8. He was a foreman in end shields, GPM, Building 6-4, prior to retiring in 1971.

Louis Stalf, 2534 Brooklyn, died May 8. He was an assembler in Fractional Horsepower Motor, Building 4-4 before he retired in 1951.

Albert Winteregg died May 5. He worked at Fractional Horsepower Department prior to retiring in 1948.

Ersil J. Norrls, Hoagland, died May 4. He worked at General Purpose Motor prior to re-

tiring in 1964.

John C. Meyer, 5226 Winchester Road, died May 1. He was an inspector in Building 4-3, Specialty Motor, before he retired in 1961.

Sophia E. Sinn, New Haven, died April 29. She was in small parts assembly at GPM, Taylor Street, prior to retiring in 1964.

Arthur E. Happel, LaOtto, died April 30. He worked at Specialty Motor in Building 6 before he retired in 1958.

ADLETS

RIDE WANTED

HELMER-ASHLEY area to Broadway, 3:30 - 12:00. 1-351-3620.

FOR SALE

WHIRLPOOL BATH UNIT, \$40; gold upholstr. chair, \$30. 432-2896.

BOAT SEAT BOTTOMS, 60" long, ideal as cushions. 744-3041.

PONY CART, lg, wire wheels, good paint, \$60 firm. 625-3312 or 484-5778.

TRACTOR, Farmall Super H w/heat houser. 623-3987.

MOTORCYCLE, 3-wheel, fiberglass body. 749-4581.

'71 CUTLASS, auto. trans., PB, PS, \$650. 749-4581 or 447-0209.

DROP LEAF TABLE, 4 ladder back chairs, rush seats. 485-2553.

CABIN, Bear Lake, \$7500. 1-856-2252.

TRAVEL TRAILER, 23', sleeps 6, mint cond. 747-5463.

PIANO, electric, portable, like new. 745-7984.

TIRE RIMS, two 14", Ford, \$7 each. 749-8601.

GE DRYER, Maytag washer, \$120 for set. 422-7922.

FORMAL, 2 pc, lace top, soft blue, sz 8, worn once, \$40. 745-2433.

RUG SCRUBBER, elec., \$15; dome hairdryer, \$10; men's bowling ball & bag, \$10; manual typewriter, \$50. 747-3871.

'73 HONDA 500 CYCLE, A-1 cond.; 4 Pont. 15 x 7 Sprim & tire. 693-9273.

WASHER, DRYER, elec. good cond. \$75 both. Work 2nd shift. 747-7994.

CHAIR — Colonial swiv. rocker, olive-green, like new. 483-6717.

'75 CHEVY 1/2 ton pickup, air, dual gas tanks. 749-4482 aft. 5 p.m.

TRAVEL TRAILER, Phoenix 19', self-cont. sleeps 6, ex. cond. 485-8830.

OVERHEAD DOOR, 9'x7', complete w/hardware. Make offer. 432-9300.

GAS STOVE, 4-burner, Teflon grill, pan storage. First \$200. 422-0213.

DESK, \$40; stroller, \$10; bassinet, \$15; potty chair, \$7.50; dresser, cabinet, baby clothes. 745-1645.

PICNIC TABLES, new, redwood stain, 6' - \$50, 3' - \$30. 456-4239.

ANTIQUE TV-AM RADIO/record player comb., \$60. 422-4171.

PIPE THREAD SET 1/8", 1/4", 3/8", 1/2", \$15; pipe thread set, 1-1/4", 1-1/2", 2", \$15. 485-7756.

CARD TABLE w/4 metal chairs, \$20; card table, \$5; 6 alum. lawn chairs, \$18. 432-2853.

PING PONG TABLE, \$20. 424-7600.

CLOTHES POSTS, 2, \$5 each. 485-3873.

'75 MUSTANG II, lt blue, vinyl top, 4 cyl, 4 spd, 58,000 mi., \$1700. 485-2752.

GAS STOVE; Queen sz. bed w/box sprgs, mattress, headboard. 424-8607.

'70 OLDS CUTLASS, 2 dr, air. 447-1120.

MAN'S BIKE, Schwinn 26", 10 spd, good cond., \$65 firm. 432-3274.

METAL STANDS, 3-tray with castors, \$2 each. 447-4066.

3 PC SECTIONAL, black, very good cond. \$150. 483-2098.

GIRL'S BICYCLE, 20", \$20. 493-1431.

'76 HONDA 750, ex. cond., \$1350 or best offer. 422-8640.

'70 FORD 1/2 ton pickup, 3-spd stick, good gas mlg, best offer. 639-3244.

RUMMAGE/BAKE SALE, May 15, 16, 9-6, 4322 Champlain Dr., for church youth group.

GOODYEAR TIRES, 3 steel belted radials, HR 78x14, good tread. 484-2888.

PICNIC TABLES, reasonable. 637-5485.

TRAVEL TRAILER, '73 Yellowstone, 23' self-cont. sleeps 6. 724-7006 or 724-7262.

RABBITS, New Zealand and Calif., 1-982-4009.

GARAGE SALE, May 22, 23, 24, 9-5, 2429 Lynn Ave.

WHEEL HORSE GARDEN TRACTOR, 16 h.p., 48" mower, snowblower, \$1900. 625-3877.

LLOYDS STEREO turntable, receiver w/8 track, 2 spkrs, stand, \$100 firm. 489-3232.

WHEEL COVERS, set of 4 for '75 Pinto. 747-5461.

GARAGE SALE, May 16, 9-5, 8002 Marston near Shambaugh School, add. wide.

'65 MAILBU, 327, 4-spd, Holly carb. 486-1240 before noon or aft 6 p.m.

BABY BED, Childcraft walnut, 6-yr sz, ex. cond. Make offer. 637-3921.

UNIFORM, girl scout leader, sz. 10-12, \$10. 426-3191.

MAGAZINES, 1940's Post & Colliers, mt. deer head, old wash board. 1-691-2135.

GE COMPONENT STEREO, receiver, turntable, good cond. \$60. 432-6170.

6' DAVENPORT, chair, ottoman, beige, ex. cond. \$125. 426-5844.

'72 PINTO PARTS, yellow doors, back bumper, brn. dash. 747-6841.

SOFA, gold tufted back, 88", \$125; full sz bed, blond oak, \$25. 749-0862.

GARAGE SALE, Imperial Gardens Ext. Addition, May 15-16.

GAS STOVE, 30" Magic Chef, \$130. 493-1872.

GOLF CLUBS, Jr. sz, L-handed, bag, \$30; men's R-hand full set, bag. 1-925-1665.

CALVES, 9 white face, approx. 275 lbs, will sell any amt. 1-824-2899.

TRACTOR, '78 Simplicity 36" mower, snow blade, tire chains, \$850. 672-2975.

3-BEDROOM RANCH, Fam. Rm, F.P., 1 1/2 bath, att. 2-car garage, Auburn area. 1-925-1665.

'75 YAMAHA RD 200, low miles, ex. cond. \$400 firm. 489-3232.

'79 MERCURY OUTBOARD, 4 h.p., ex. cond. \$400. 426-5566.

SNOW THROWER, 5 h.p., still in box. 1-592-7279.

'71 KAWASAKI, new tires; 14' Crosby; 15' Duo 65 h.p. Mer trailer, all ski equip. incl. 486-1765.

AL FISH BT MTR, oars, trl, mtr, seats, car top loader. 483-4116.

TIRES, GR 70x15; dryer; clarinet; trumpet. 489-5770.

FOR RENT

APT. SW, 5 rms, new carpet, appl, prefer adults, no pets. \$165. 747-0241.

SMALL HOUSE, 1 bedroom, South, lg. yard, 1 block off Rudisill. 445-8833 mornings.

SERVICE

HOUSECLEANING, general cleaning. 747-5531.

HOUSEWORK, experienced. 744-9532 after 3 p.m.

SPRAYED TEXTURED CEILINGS and/or glitter. 456-3848.

PHOTOGRAPHY - weddings, family & child. portraits, copy work, custom framing. 432-9753.

PLUMBING, heating, air cond. service & install. 489-9178 or 1-488-3396.

GARDEN TILLING, most gardens \$15. 422-6997.

HOUSEWORK, experienced. 445-5553 after 3 p.m.

FREE

PUPPIES, mixed. 818 W. Superior.

UPRIGHT PIANO, few ivories missing. 657-5455.

WANTED

BUNK BEDS, with or without mattresses. 485-8215.

PRESSURE CANNER. 483-0220.

BUNK BEDS, good used set, pref. with mattresses. 747-2426.

BABYSITTER, New Haven area. 749-5785 after 5 p.m.

ANTIQUE DOLL BODY, 14" or 16", socken neck. 432-9136.

BABY FOOD JARS; picture frames 16x20, 12x16. 745-9602 evenings.

SMALL GRAIN GRINDER, 2 feeder pigs. 1-337-5261.

DEHUMIDIFIER, good cond. 627-3105.

RIMS for '74 Olds Cutlass G78-14. 422-9902.

COLLAPSIBLE DOG CAGE for small dog. 432-5091.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
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| <input type="checkbox"/> For Rent | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> Wanted * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Personal Share Statement

Are you missing benefit opportunities?

SHARE, continued from Page 1.

Chauncey Miller, who does a lot of employee counseling on pension and retirement plans, says, "If you're within five or 10 years of retirement, you'll want to pay special attention to the retirement benefits section of the statement. The statement projects each employee's combined Social Security and pension income after retirement, based on current pension earnings and current social security benefit levels. These figures are obviously of more immediate interest to older employees, still the figures can be helpful in financial planning for younger people."

He says some employees may want to consider making use of the Retirement Option feature of the Savings and Security Program to further improve retirement income

or to help defer taxes.

Are you missing out?

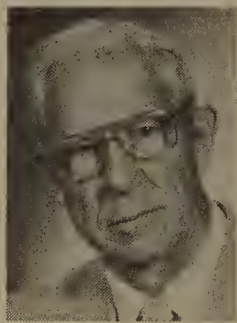
"There may be other missed benefit opportunities employees will discover if they review their statements carefully. Employees who are concerned about their dependents, for instance, might want to take out additional life insurance through the Savings and Security Program. Or they might consider dependent life insurance. The point is that people have to sign up to receive these values. They're not automatic," Miller notes.

"You don't have to wait until catastrophe hits to realize your stake in GE benefits. The Personal Share Statement does a pretty good job of spelling out the values. I really hope people study it carefully."

Retirees focus on hobbies

Damon E. Weaver retires with 38 years of service. He started on the welder's training course at GPM, Taylor Street. His final job was in maintenance at Taylor Street.

"I've had some interesting work through the years. I am still hoping to pilot my own airplane."



Mary M. Linkhart retires with 38 years of service. She began as a skein placer in the Specialty FHP department. Her final job was cost clerk at GPM, Building 4-2.

"I plan to spend time getting caught up at home, travel, and have more time with my grandson — made possible by my pension."



Stanley G. Gongaware retires with 39 years of service. He started in wind specials at STD, Building 26-2. His final assignment was in connecting and assembling in STD, Broadway.

"I have enjoyed my career with GE and the co-workers and friends I met over the years. Now it's time to relax and do some fishing and travel."



Manford L. Adams retires with 40 years of service. He began on stack type "M" in STD, Building 26-2. His final job was assembler at STD, Broadway.

"I will miss daily contact with my co-workers. I plan to do some traveling, fishing, and working on my house."



Seven more retiring

The following employees are retiring May 1, 1981, but chose not to have their photographs in the GE News:

Ennis E. Brown, inspector, GPM; **Jewel Wickliffe**, welding, STD; **Hobart Winebrenner**, welder, Area Services; **Evelyn M. Asher**, sweeper, MTO. **Max L. Holycross**, Area Services.

Also, **Ray C. Shroyer**, sub-assembly, Winter Street; and **Edward J. Frantz**, lathe operator, MTO.



Three Taylor Street, Section 14 employees of Specialty Motor Department recently attained 40 years of service with GE. They are, from left: Clyde Widman, Lloyd Miller and Donald Hoffman.

Golf Corner By Roy Brokaw

Highlights Around The Leagues: All ten golf leagues are now underway, and a few leagues have been playing for several weeks.

The golf news is a little skimpy this week because Mother Nature has taken her toll. The weather has been wet and uncomfortably cool with gusty winds. Soggy fairways and very little roll are making the courses play unusually long. Rain-outs have caused some cancellations, and most golfers are still struggling with their game.

The league has room for one additional team of four or five players to play at 4 p.m. Wednesdays at McMillen Park. Contact Pete Gorrell at Ext. 3317 or after 4 p.m. at 747-3247.

Men's Golf League Low Scores: Mel Guillaume 39, John Segyde 39, Roy Brokaw 39, Al Engel 39, Warren Wickliffe 39, Bill Sutton 39.

Birdies: Roy Brokaw (4), Jim Closson (2), Warren Wickliffe (2), Vance Fenimore, Steve Pensinger, Bill Pappert, Ray Benckenstein, Clovis Linkous, Mike Bufink, Don Stauffer, Mel Guillaume, John Thurber, John Segyde, John Kidd, Les Glougie, Chuck Welch, Glenn Cole, Kenny Bainbridge.

Did You Know: The longest known drive on record was made by American pro Craig Wood in the 1933 British Open. Wood cranked out a 430 yarder on a course that was dry with a strong following wind. (Must have been downhill all the way, too!)

Quarter Century outing Sept. 26

The annual Quarter Century Club outing will be on Saturday, Sept. 26, at the Memorial Coliseum.

This year's Labor Day weekend caused the date to be changed from the first Saturday in September, which has been the traditional date.

Last year approximately 1,200 persons attended the outing.

Softball team needed

The GE Club Slowpitch Softball League has room for one more team of 10 to 15 players, says league manager John Hauenstein.

League games are on Wednesday evenings at McMillen Park. If interested, call the GE Club at Ext. 2042 or Hauenstein at 3366.

General Electric News

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Employee Store Class E Specials

We have limited quantities of the following Class E items at special sale prices:

DCM10 Automatic Drip Coffee Maker at \$17.99
Less Mail-In Rebate 5.00
Net Cost \$12.99

T26 Toast 'N Broil Toaster Oven Deluxe Model \$37.97
Less Mail-In Rebate 5.00
Net Cost \$32.97

EDS1 Electronic Digital Scale \$21.95

Pro 6 Deluxe Hair Dryer \$14.99
Less Mail-In Rebate 5.00
Net Cost \$11.99

CTO 2000 Counter Top Oven \$62.50

7-2841 AM/FM Weather Radio \$19.99

7-2840 Weathermate AM/FM & Instant Weather \$14.99

7-4635 Electronic Digital Clock Radio \$22.99
Less Mail-In Rebate 2.00
Net Cost \$20.99

7-4880 Programable Clock Radio "E" Price \$66.99

7-4640 Deluxe Electronic Digital with lited dial \$24.99
Less Mail-In Rebate 3.00
Net Cost \$21.99

7-2880 Super Radio — This is GE's best FM/AM Radio, Only \$42.99
Less Mail-In Rebate 5.00

Net Cost \$37.99

Your Employee Store, 1030 Swinney, 10-5:30 Weekdays

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Harold "Whitey" Fremion (left), general foreman at Winter Street GPM, gives Larry Magnuson, foreman in shaft and rotors, his Personal Share Statement. "I look at my pension information first," says Larry. "Although it is only an estimate, it is useful to me to know what my pension and my Social Security benefits are likely to be. That way I know what I should be saving to meet my retirement goals."

Social Security stirs interest in Personal Share Statements

"The first thing a lot of people at Winter Street did was try to figure the effects of proposed changes in Social Security on their estimated retirement income," noted Foreman Larry Magnuson shortly after Personal Share Statements were distributed last Friday to Fort Wayne GE employees.

Changes in Social Security, like changes in an employee's pay or the GE Pension Plan, could change the projections, which were based on each employee's status as of Dec. 31, 1980, says Sharon Harter, benefits' specialist.

"Despite the fact that changes will probably occur — as they have in the past — each of us can make better personal plans by carefully examining the information on our own statement," she notes.

The section on retirement offers more than just estimated retirement income at age 65. For example:

- It shows your projected GE pension at age 62. (The pension is not reduced for early retirement, but, of course, it's smaller than if you had stayed at work three more years.)

- It shows the pension you have earned up to the end of 1980.

- It shows the total of your own contributions and interest toward your pension up to the end of 1980.

- It shows whether you have a vested — nonforfeitable — right to a pension by having 10 or more years, of Pension Qualification Service.

- It shows how much your estimated pension would cost you if you purchased it at age 65 on the outside — compared to how much you will have contributed to it by the time you reach retirement age.

"There's a lot more information on your other GE benefits in your Personal Share Statement," says Harter. "But, for retirement income data alone, each employee will want to study the document and file it where it can be used for personal planning."

General Electric News

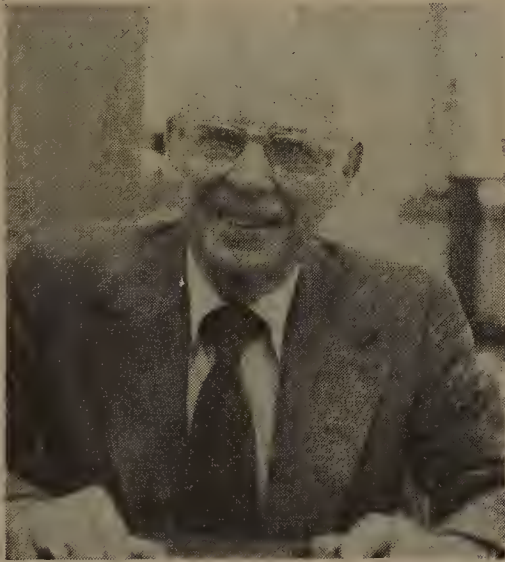
MAY 21, 1981

FORT WAYNE, INDIANA

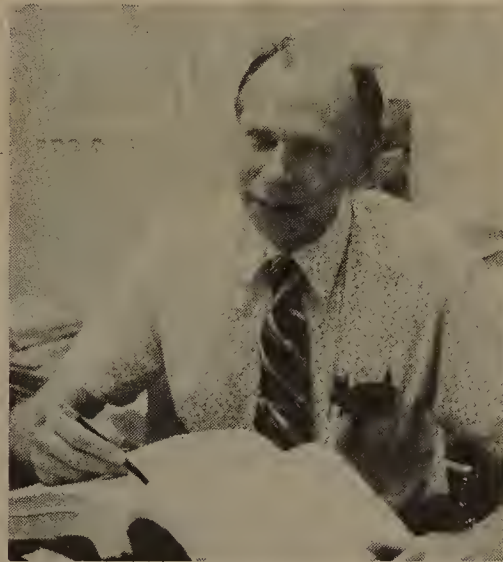
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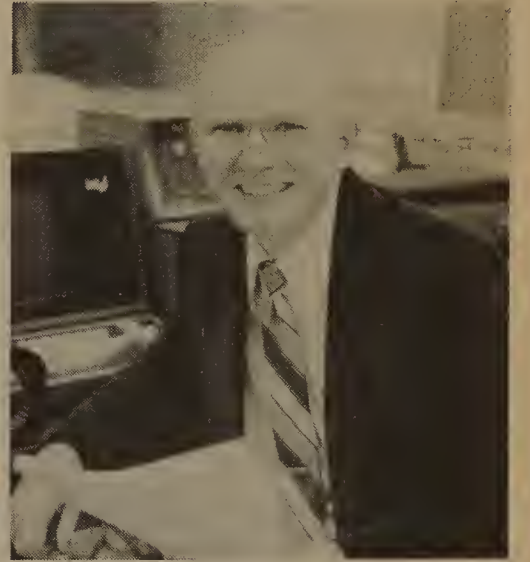
Richard Seely, GPM



Richard Dochterman, SMD



John Oldenkamp, MTO



Floyd Wright, MTO

Fort Wayne GE engineers honored for outstanding contributions

The first Philip L. Alger Award for outstanding contribution to the field of electrical rotating machinery recently was given to **Ralph G. Rhudy**, Large Motor and Generator, Schenectady.

Four Fort Wayne GE engineers were recipients of Honorable Mention awards, presented because the competition was so close. Those persons were **Richard Dochterman** of Specialty Motor, **John Oldenkamp** and **Floyd Wright** of Motor Technology Operation, and **Richard Seely** of General Purpose Motor.

"The selection committee said it was awesome to review the accumulated accomplishments of so many outstandingly competent engineers," noted Van Williams, senior vice president and group executive for the Motor Business Group.

Rhudy said upon receiving the award, "I have known most of the 10 who received Honorable Mention

for many years, and I am proud to have been included with them in consideration for this award."

Twenty-seven engineers from all segments of GE's motor businesses — from Canada to Brazil — were nominated for the award that signifies engineering excellence.

Among the accomplishments that earned the four Fort Wayne engineers recognition were the following:

Floyd Wright has been an applied research engineer in Fort Wayne since 1951. In the early 1950s he conceived of a "dynamic tester" that in a few seconds could completely fingerprint the performance of a small motor over its entire speed range. During the 1970s the entire range of fractional horsepower motor businesses of GE benefited from the tester he created.

More recently, his development of

the concept of synchronous data sampling is providing the base for a new generation of dynamic motor testers.

Dick Seely, with 21 patents to his credit, has made diverse technological contributions to the design and testing of GPM motors.

The invention of "The Seely Box" in 1955 revolutionized the thermal evaluation of fractional horsepower motors for the next 20 years. In the 1960s he put together sophisticated computer programs that made it possible to optimize the design of a motor lamination.

Early in his GE career, **John Oldenkamp** developed patentable designs for shaded pole motors. In the 1960s he reduced mathematical optimization concepts to a usable technology. His "modified monte carlo" technique was a major contributor to this effort. He is now

working on math models of electronically commutated motors — a new, highly efficient motor design for the 1980s.

In his 37 years as an engineer and engineering manager, **Dick Dochterman** has been awarded 42 patents. Included are a patent for a toothbrush motor design, a capillary oil return system used in bearing construction of most 19 and 59 frame motors at SMD, and a method of making a motor enclosure. The protection offered by this latter patent has helped keep Hitachi of Japan from selling some of their motor models in the U.S.

Dochterman currently is evaluating the potential for using laser welding technology in the factory, where it could improve productivity and quality.

These four engineers remain eligible for the award in future years.

Vacation Plans



Bob Shuster and his wife Eileen, GPM Building 4-5.

Supervisor, wife plan to cruise through Shutdown with Elex

Supervisor Bob Shuster and his wife Eileen, who both work at GPM Broadway, Building 4-5, plan to spend their Shutdown vacation on the Elex Club's New England cruise.

"We've been on cruises to the Caribbean during the winter, but this one will be a little different," says Bob.

"We've never been to New England," adds Eileen.

Bob says he thinks a lot of people have misconceptions about cruises, but there is no misconstruing the Shusters — they love them.

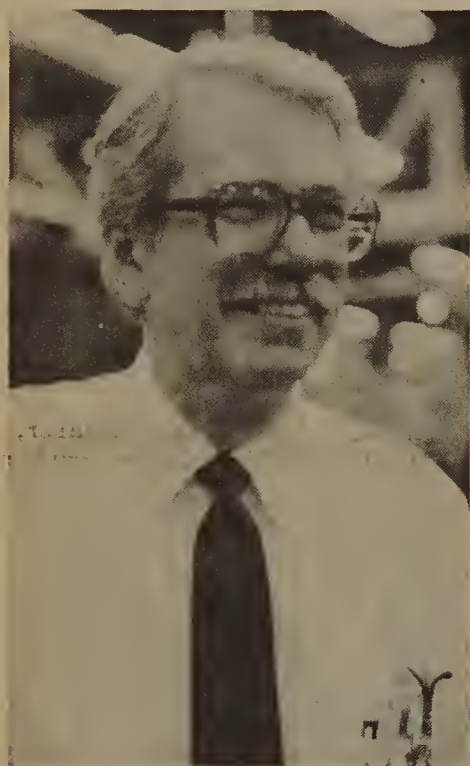
"Really cruises are pretty economical, because your lodging and food is included in the price — and you go first class," Eileen notes.

"What I like is the fact that you are at sea at night and in port during the day. Instead of driving someplace, you can relax and enjoy yourself," says Bob.

"The cruises we've been on have been well-planned and there are always lots of points of interest to see. And the food is so good you have to stop yourself from overeating.

"It's a great way to vacation."

'Just the two of us' this trip



Bill Poole, SMD planner.

Bill Poole, planner at SMD, Taylor Street, is thinking small this summer. He and his wife are planning a camping trip to Yellowstone National Park over Shutdown.

"Now that it's just us two, we're buying smaller camping equipment so it will fit in our small car," he says.

"We've camped for years on our vacations. When you have four kids, you just can't afford hotels every night. Camping's the only way to go.

"We enjoy just getting out, the peace and quiet and the scenery. It's a real relaxed way to spend your time. There's no rush to get anywhere, and you can do what you want. We'd camp even if it weren't cheaper."

"This will be the first time in 29 years just the two of us have vacationed together."



Tickets available for theme parks

Discount tickets for Cedar Point, Kings Island and Six Flags amusement parks will be sold this season at the Credit Union to Credit Union members only.



Connie Pruitt, SMD Taylor Street.

Overtime pay buys camper

Since the first of the year, SMD and the Wire Mill have asked employees to work a lot of overtime. Connie and Otto Pruitt took advantage of the opportunity to earn extra money and bought a camper they plan to put to good use on their summer vacations.

Connie, who works as an end shield trim operator at SMD, Taylor Street, said "Last year when business turned down, we made up our minds we'd save our money when things picked up. We plan to take the trailer to several Indiana state parks.

"Last year we rented a recreational vehicle, but they use so much gas. So, we saved our overtime money and bought the trailer.

"We especially love Racoon State Park near Indianapolis. Wild racoons come out at night and will eat right out of your hand.

The Pruitts are going to Salamonie Reservoir over the Memorial Day holidays, just to practice vacationing.

Backpackers to hike mountain trail

"Wanted: six men to backpack one week in the Smoky Mountains on the Appalachian Trail," read a recent GE News adlet.

Dave Pennell, GPM Broadway punch press operator, might have added, "Only the hardy need apply."

The only response came from Don Rogers, STD, Building 26. He will join Pennell and Paul Karrer, Taylor Street, who planned the trip after spending three weeks in the Smokies last summer with their families.

They figure it will take their seven-man group six days to hike the 70-mile route they've chosen. "That's a very up-and-down 70 miles," says Dave.

Their trip along the crest of the Appalachian range will begin at an elevation of 2,000 feet in North Carolina, rise to 6,600 feet at the highest point in Tennessee and wind up back in North Carolina.

"Paul and I stay pretty much in shape year-round. We walk and bike ride right along," says Dave.

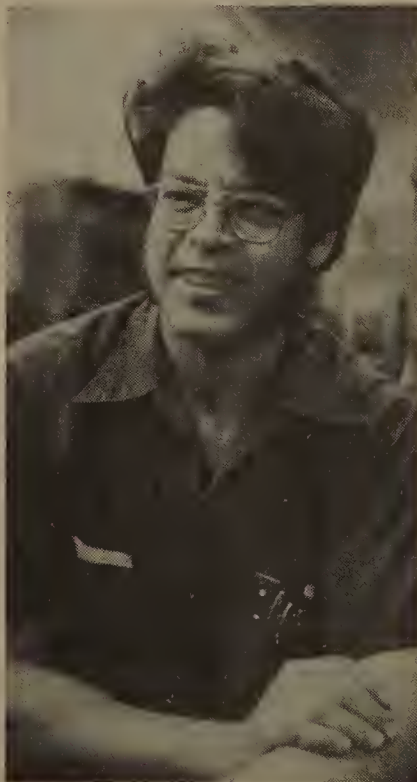
"You have to book reservations for the trail a month in advance and it takes a lot of preparation. Our wives are helping us prepare meal plans because we plan to take just 12 pounds of food each to last throughout the trip. We'll carry a total of 50 pounds each on our backs."

Good time to go

"It is a very colorful time of year to go to the Smokies because a lot of foliage is in bloom," says Dave.

"For us it's a big challenge. We'll stay in three-sided shelters except for the last night, when we'll have to sleep out in the open and get our water from a stream.

"On past hikes we have seen bear cubs, snakes, deer and fox. We're really looking forward to this one."



Dave Pennell, GPM Broadway.

Four-day Memorial Day weekend kicks off 1981 vacation season

Fort Wayne GE employees will be able to double their pleasure this Memorial Day with a four-day weekend, the second of six long weekends scheduled in 1981 as the result of company paid holidays.

Friday is the designated holiday for most employees, and Monday is the Memorial Day holiday. For Wire Mill employees, Tuesday, May 26, is the designated holiday.

The two days pay to Fort Wayne GE employees for time not worked this weekend will total \$750,000.

The long Memorial Day holiday kicks off a summer in which most GE people will enjoy at least 14 days off with pay. Included are the two holidays this weekend, the Independence Day holiday, July 3, Labor Day, Sept. 7, and the two-week vacation Shutdown, July 20 to July 31.

Since more than 60 percent of hourly employees and 55 percent of

salaried employees have four or more weeks of vacation, many employees schedule additional vacation days off during the summer.

A three-week Shutdown for Fort Wayne operations is being planned for 1982. As the announcement of those plans last February indicated, a three-week Shutdown offers important business advantages.

By using a more efficient way of scheduling employee vacations, the amount of overtime needed to replace vacationing employees during scheduled work periods is reduced substantially. Reduced costs achieved through such a move will help make Fort Wayne operations more competitive.

Since most employees have over four weeks of vacation, they still will be able to schedule vacations in excess of the longer Shutdown, as they now do for the two-week Shutdown.

Quarter Century resets outing for Oct. 17

The Quarter Century Club outing, previously scheduled for Sept. 26, has been rescheduled to Oct. 17.

Glenn Seabold, QC Club president, said the change was made to avoid a conflict with another GE event. The outing will be at the Memorial Coliseum.

"We'd like to see every member attend who wishes to do so," Sea-

bald said. "That's the reason for the change, and that's the reason we are trying to find people who need transportation the day of the outing."

He encourages anyone needing transportation or knowing anyone who will need a ride to send the person's name, address and phone number to: Dottie Askren, Building 18-4, 1635 Broadway, 46804.

Menu

Tuesday, May 26 — beef rice soup; beef chop suey over rice; batter dipped chicken. SPECIALS: batter dipped chicken, potatoes, pea salad; taco patty, salad; ham salad sandwich and soup.

Wednesday, May 27 — lima bean and bacon soup; beef and Spanish noodles; roast pork. SPECIALS: roast pork, potatoes, vegetable; pork fritter, 6 oz. beef and Spanish noodles; chicken salad sandwich and soup; Mexican fiesta.

Thursday, May 28 — beef gumbo soup; baked beans and hot dogs; Salisbury steak. SPECIALS: Salisbury steak, potatoes, salad; sloppy jo and fries; tuna salad sandwich and soup.

Friday, May 29 — tomato rice soup, macaroni and cheese; fish. SPECIALS: Polish sausage with sauerkraut; fish, 6 oz. macaroni and cheese; egg salad sandwich and soup.

ADLETS

FOR SALE

SAILBOAT, Sunfish, white & red, \$350. 432-6370.
MAJESTIC GRILL UNIT for building into outdoor fireplace. 440-2962.
MEN'S WORK SHOES, sz. 7E; indoor/outdoor elec Rot-o-mat grill. 484-2888.
'78 HOBIE CAT SAILBOAT, 14', like new, reasonable. 693-3111.
JOHNSON OUTBOARD MOTOR, 4 HP, like new, \$250. 1-856-4161.
'78 KAWASAKI 1000 LTD, mint cond., 8,000 miles, \$2,700. 440-2855.
CB BASE STATION ANTENNA, \$25. 747-5606.
EVINRUDE 10 HP OUTBOARD MOTOR, gas tank, stand, A-1 cond., \$150. 456-8953.
GE AM-FM CLOCK RADIO. 484-5353.
KID GOATS, 1 female, 1 male, 5 wks. old. 693-9271.
BUNK BEDS, \$75. 493-3815.
ROOM AIR CONDITIONERS, 9,000 BTU, 115V. 483-5388.
SNOW BLOWER, frt mtd, IHC, 42", good cond., aft. 5 p.m. 489-3998.
FIRESTONE SS TIRES, mtd: 2, G60; 2, F60, \$175. 432-3274.
ELECTRIC LAWMOWER, 100' ext. cord & catcher, \$95. 422-7878.
BOTANY FLOWER PRESS; dressed doll. 447-4606.
ANTIQUE ORGAN, ex. cond., aft. 4 p.m. 489-4273.

OAK BUNK BED, trundle or twin combination. 447-5691.
GIBSON ELECTRIC GUITAR, 20 yrs. old, \$500. 1-547-4311.
'77 HONDA 750, blk & chrome vetter. 489-3631.
CUSHION LIFT CHAIR, recliner, good cond, aft. 5 p.m. 484-9464.
GIRL'S FULL SZ. CANOPY BED, Sears, used 6 mos., \$35. 486-4546.
LAWNMOWER, 21", self-prop. w-rear bag, \$125. 483-7021.
MATTRESS, full size, \$25. 484-5030.
18' REFRIGERATOR-FREEZER, \$100; 5 cu. ft. dump cart, \$80. 489-5756.
BRICK HOME, 2 bdrms, full bsmt, 30'x30' garage, 100' lakefront. 1-419-749-2634.
ANTIQUE COMBINATION TV, radio, record player, \$60. 422-4171.
AIR CONDITIONERS, 4, 6,000 BTU to 12,000 BTU, reas. 485-4354.
OIL CONVERSION BURNER, 400,000 max BTU, \$25. 747-3831.
REFRIGERATOR, aft. 5 p.m. 447-3106.
BENCH SEAT for Dodge Charger, black vinyl, good cond., \$25. 749-0298.
20 GALLON AQUARIUM w-hood, stand & accessories, \$35. 456-4254.
'80 FAIRMONT FORD, 4 dr. sedan, auto, air, pwr. 483-4593.
'50 GE REFRIGERATOR, 7 cu. ft. w-small frzr space, clean, good opr. cond. 432-4803.

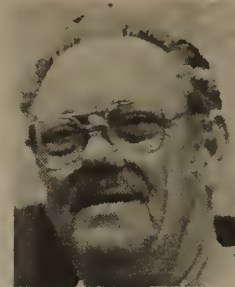
WANTED

WEIGHT LIFTERS' iron boots & neck strap. 432-5838.
TWO CHURCH PEWS, good shape & reasonable. 478-1168.

40 years of service



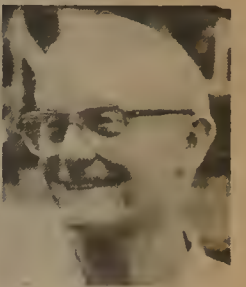
Mearvin Ruhl
STD, Bldg. 31



Delbert Logan
SMD, Taylor St.



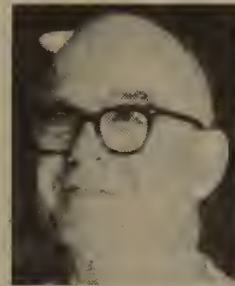
Vera Paul, GPM
Broadway



Darrell Dennie,
SMD, Taylor St.



Robert Miller
GPM, Winter St.



John Malcom,
MTO, Transport.



Bob Kahlenbeck,
MTO, Bldg. 19



Richard Grote,
STD

Golf Corner By Roy Brokaw

Corry shoots hole-in-one in tourney

The team of John Elliott, Al Krutzman, Don Nelson and Steve Riedel won the GE Spring Tournament, a Florida Scramble at the Colonial Oaks Golf Club last Saturday. They shot a 14-under-par 56.

More spectacular, was a hole-in-one scored by Bill Corry. He aced the par three, 151 yard 8th hole with a seven iron, and the ball went in the hole on the fly! We believe this is the first ace ever recorded in the GE golf league. The odds on making a hole-in-one during an 18-hole round of golf are 10,738 to 1 for an amateur player.

Second, was the team of Jack Starwalt, Bill Abel, Lee Shaw and

Earl Stauffer with a 59. Third, via the back-up system, was the team of John Thurber, Larry Phillips, Kerry Doepke, and Lyle Johns with a 61. Fourth, was the Decatur team of Mel Wheeler, John Kenney, Eric Acheson, and Gary Priddy with a 61. Fifth, was the team of Jim Stewart, John Bodenhafer, Jim Nord, and Jim Walley with a 62. Sixth, was the team of Bill Corry, John Baughman, Gene Edwards, and Russ McClure with a 63.

Another highlight of the tourney was an eagle three on the par five fifth hole by the team of Thurber, Phillips, Doepke and Johns. The six top teams may pick up their prizes at the GE Club on May 27.

EXERCYCLE. 747-0885.

SCREEN HOUSE; grass carpet; Hi-Hat drums; blow dryer, sm. car w-good MPG, before 2 p.m. 422-4819.

JUICER, in good cond. 447-1467.

SERVICE

GARDEN TILLING, most gardens, \$15. 422-6997.

SAW & TOOL SHARPENING. 489-3824.

PAINTING, roofing & sewer work. 447-2401.

AIR CONDITIONING, heating & plumbing service & installation. 489-9178.

CONTINUOUS GUTTER & ALUM SIDING, free est. 627-2429.

FREE

KITTENS. 447-2826.

FIREWOOD. 747-5463.

KITTENS, 3 mos., tan & wht, hsebrkn, aft. 6 p.m. 745-4854.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____

Q & A

GE benefits:

• Savings and Security Program

Q: Why do hourly and nonexempt employees take a pay cut to participate in the Savings and Security Program, when exempt employees don't?

Ellen Durnell, GPM, Taylor Street

A: The answer to this question goes back to the start of the Savings and Security Program in January 1959. At that time there were scheduled increases in hourly and nonexempt pay rates as well as a planned change in the exempt salary structure.

In the original offering of the S&S Program, eligible hourly and non-exempt employees were given the option of taking either (1) their full scheduled pay increase or (2) a smaller increase in pay, on a graduated scale, plus the Savings and Security Program benefit.

The exempt pay structure put in place at that time was adjusted to reflect the addition of this benefit to the total compensation package. Exempt employees who chose not to participate in the program received additional pay consideration when their salaries were reviewed for changes after Jan. 1, 1959.

As a result, the effect of the differentials was the same for hourly, non-exempt and exempt employees, though the method of implementation differed because of differences in administration of the pay plans.

Employees in jobs represented by unions were not offered the S&S Program until it was negotiated as part of their job package in 1966. When the program was first offered to union represented employees in July 1967, pay differentials similar to those used in 1959 were established.

Most of this has been lost in history, but the fact is the S&S Program, as originally established, gave employees in all pay classes the opportunity of receiving their compensation totally in pay, or in a combination of pay and the S&S Program benefit.

As a Q&A answer we'll print next week will show, the election of S&SP as a benefit option can result in a substantial increase in compensation for any employee. The answer will include an example of how the program can work to more than double an individual's investment over the three-year holding period and more than offset the pay differential between non-participant and participant rates.

*Thomas E. Callant
Manager of Compensation, Ext. 2524*

Q & A

Mail to: GE News
Bldg. 18-3

Here's your chance to find out how to get the most out of your GE benefits — Dental Assistance Plan, Savings and Security Plan, Retirement Option Account, Pension Plan, Long Term Disability Income Plan, vacations, insurance, you name it. Just send your question to the **GE News**, and we'll see that it gets to the right person. We'll print your questions and answers in the **GE News** as space permits.

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

Elex calendar for June

- | | |
|--|--|
| 1 — Partizan Chapter Executive Board meeting, Lucky Steer Restaurant, 4102 Lake Ave., 11:30 a.m.;
Executive Board End of the Year Banquet and Installation of 1981-82 Officers, Lester's Party Room, 1502 Bluffton Road, 6 p.m. | 8 — Executive Committee, outgoing and incoming officers, 1142 Elm St., New Haven, 5 p.m. |
| 3 — Second Shift Executive Board End of the Year Banquet, Lambro's Restaurant, 303 E. Tillman Road, 11:30 a.m. | 10 — Pen-El Chapter picnic, Lakeside Park pavilion, noon. |
| 4 — Pen-El Chapter Executive Board meeting, Alpine Restaurant, 4805 Lima Road, 11:30 a.m. | 16 — Partizan Chapter picnic, Lakeside Park pavilion, noon. |
| 5 — Quintus Chapter Executive Board meeting, 703 Russell Ave., 9:30 a.m. | 17 — El-Par Chapter picnic, pond pavilion, Franke Park, noon. |
| | 19 — Quintus Chapter tour to South Bend, via Indiana Motor Coach. |
| | 22 — Honor-ettes Chapter, Salem United Church of Christ, 2401 Lake Ave., 1 p.m. |

June retirees make plans

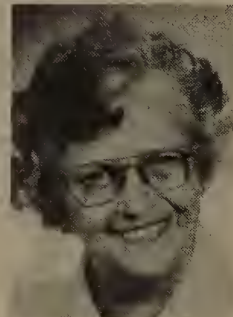
Harold W. Ely retires with 40 years of service. His first assignment was as a stock accumulator in Building 19-3. He retires from an assignment as requisition specialist, GPM, East Broadway. "Good GE benefits make it possible for us to enjoy retirement life. I plan to relax, taking each day at a time."



Irene T. Blust retires with 40 years of service. She began on a silver solder assignment in Magneto, Building 6-4 and retires as general accounting clerk, SMD, Building 4-6. "I'm just going to relax and do the things I enjoy doing."



Mary G. Jeffries retires with 15 years of service. She started as a stacker in STD, Building 26-5. Her final assignment was as a sander in STD, Building 26-3. "The GE benefits and friends have been wonderful. I plan to share a Golden Opportunity with others and travel."



Albert L. Johnson retires with 33 years of service. He began as a sweeper in General Services and retires as a set-up man in MTO-Wire Mill at Taylor Street. "Working at GE enabled me to achieve my financial goals that I had set for myself. I have no hobbies and no future plans."



Joseph C. Taylor retires with 40 years of service. He started on assembly-fluorescent in STD, Building 26-3. His final assignment was wire drawer, MTO-Wire Mill, Taylor Street. "I plan to mow my neighbor Dick Huhn's yard in the summer, blow snow in the winter, and pick my 'geetar' every chance I get."



The following employees are retiring June 1, 1981, but chose not to have their photographs in the GE News:

Lilly M. Campbell, welder, GPM; Robert A. Cluts, plumber, Area Services; Delbert H. Logan, lathe operator, SMD; Paul E. Maloney, plumber, Area Services.

Employee Store Specials



Full Feature Recorder...in

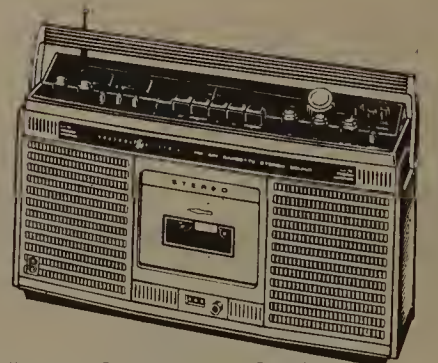
STEREO STEREO

3-5255

AM/FM/
FM Stereo
Radio-Cassette
Recorder

Reg. Price
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Sale Price **\$109.97**
SAVE \$25.00

Record, Playback and listen to Stereo sound. Single cabinet stereo with two built-in 4" dynamic speakers.
•Records directly from stereo FM radio, AM or live •Two meters with 3-way function •Switchable Automatic Level Control •Review/Preview •CrO₂ tape switch



3-5280
SUPERADIO & TAPE
SILVER SIGNATURE
COLLECTION
G.E. Superadio
Performance in an AM/FM
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offering deluxe features.

OUR PRICE **\$94.97**
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3-5869
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mobile use featuring
built-in Mic power amp.

OUR PRICE **\$69.97**
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NET COST **\$59.97**
EMPLOYEE
REBATE **20.00**
NET COST **\$39.97**

Printed in U.S.A.

Your Employee Store, 1030 Swinney, 10-5:30 Weekdays

Hourly, non-exempt pay to increase June 29

Hourly and nonexempt-salaried pay rates will go up June 29 as a result of a combined general and cost-of-living pay increase. Hourly rates advance 39 cents, while the nonexempt-salaried rates move up \$15.60 a week.

The amount of this increase was determined last week when the federal government released April's Consumer Price Index for urban wage earners and clerical workers (CPI-W). Under the agreement

negotiated in 1979 by the company and the union, a general increase of 15 cents an hour (\$6 a week) is to be accompanied by a cost-of-living adjustment based on the rise in the nation's Consumer Price Index from October 1980 through April.

Over this six-month period, the index rose 4.9 percent. Because the formula provides a one cent-an-hour increase for each 0.2 percent rise in the index, the c-o-l portion of the total pay increase will be 24 cents an

hour or \$9.60 a week for nonexempt-salaried employees.

\$4,000 in two years

Tom Callant, manager of compensation, points out the June 29 increase will mean that the annual earnings of most hourly and non-exempt-salaried employees will have advanced about \$4,000 in two years through general increases and cost-of-living adjustments.

"This is based," he explained, "on an individual working full-time

throughout both years and putting in a 40-hour work week with few absences. Of course, many have seen their earnings go up even more through promotions to higher-rated jobs."

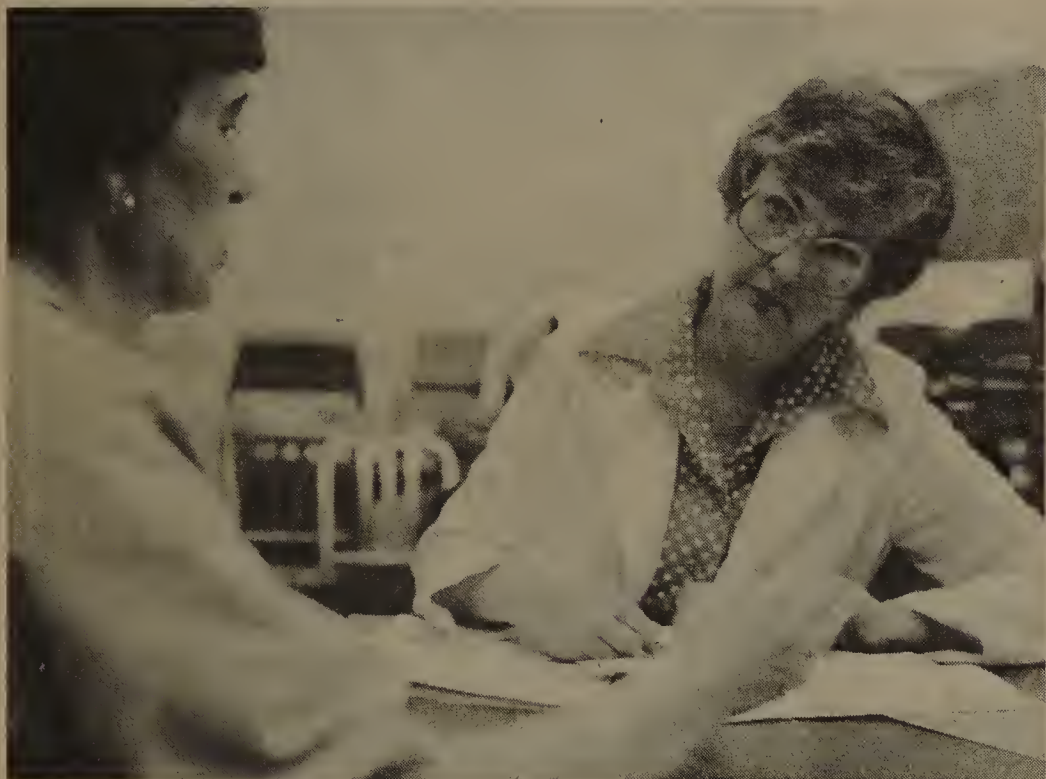
Employee benefits — the other part of the compensation package — will also be favorably affected by the coming pay increase. That's because the amounts of benefits paid under several plans are directly linked to earnings. As pay goes up, so do the benefits.

General Electric News

MAY 29, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 20



Virginia Harwood (right), secretary in marketing at GPM, Taylor Street, used her Personal Share Statement as a basis for finding out more about GE retirement benefits. Here, Sharon Harter, benefits specialist in Building 18-1, explains how the Savings and Security Program's Retirement Option Account can supplement the GE Pension Plan and Social Security.

Retirement planning: checking out benefit details is important

For years, Virginia Harwood, secretary at GPM Taylor Street, left the details of financial planning to her husband. Now, she must make those financial decisions herself, and she's found she has a lot to learn in a short period of time.

"I'm 55 and have been working at GE for just five years. I want to know when I can expect to retire and what kind of income I'll have when I do," she explains. Her latest Personal Share Statement helped her put her questions into focus, and she went searching for answers.

Her employee relations representative and friends helped start her on the road to more information and financial counseling.

"They suggested I talk to pension specialists in Building 18-1, then to an outside investment counselor.

"Sharon Harter (benefits specialist) discussed with me the insurances and other benefits available to retirees," says Virginia. Since I am interested in holding down the amount of income tax I pay, she explained how the Retirement Option Account allows interest on my savings to grow tax-free.

"I just had my first Savings and Security Program Payout. Since I don't need that money right now, ROA is a good way for me to save for retirement.

"Sharon was helpful. It helps to talk to everybody you can."

Personal Share Statements get good going over at 19-2

At Building 19-2, Personal Share Statements enjoy all the secrecy of a movie star's off-screen romance.

"When the Personal Share Statements arrive, everyone gets theirs out and we scrutinize them," says Bob Palmer, a toolmaker in the Advanced Manufacturing Operation of MTO.

"We try to figure out where all the figures come from," he explains. "The Personal Share Statement provides the facts and figures, but sometimes you need help in understanding what they mean."

Bob has scheduled an appointment with a benefits specialist in Building 18-1 to help him better understand some of the figures.

Planning ahead pays off

"You need to know where you stand in order to make wise financial decisions," says Bob. "Take the S&SP Retirement Option Account (ROA). I was in the Savings and Security Program for years and never paid taxes on the annual payout. The 'taxable amount' on my statement always read zero, zero, zero. Then all of a sudden, wham! The tax figures jumped way up. If I'd known that was going to happen I'd have gotten into ROA sooner."

To help each other avoid such shocks, Bob and his fellow workers freely discuss their Personal Share Statements. Bob also pulls out his past statements to see how his benefits have grown over the years.

"It takes systematic planning and saving to provide for retirement," Bob says. "Too many people wait until they get within a couple years of retirement before they start thinking seriously about it. I got into the Savings and Security Program as soon as it started. Now my



Bob Palmer, toolmaker at AMO, measures a part he has worked on in Building 19-2. "I'm a saver," he says. "I take out my old Personal Share Statements and see how my benefits have grown each year."

savings in the Retirement Option Account will supplement my pension and Social Security.

"Some people suspect the company is making money off the S&SP, but that's not true. I tell them, even if the company were making money off S&SP, so what if you can make out on the investment? The 50 percent company matching payment more than makes up for the pay differential.

Bob says the key to making the most out of the GE benefits package is to ask questions and keep on asking them. The Personal Share Statement local employees received two weeks ago is a good place to start.

Q & A

GE Benefits:

- S&SP pay differential

Q: Why is it necessary to take a cut in wages to belong to the Savings and Security Program?
I lose approximately \$87 annually, and the company works with our money over the three-year waiting period before the first payback. So to be realistic, a saver's interest or company match nets less than 50 percent overall.

*Connie Houser
Employee and Community Relations Operation*

A: First, all money invested by employees in S&SP is placed in the Savings and Security Program Trust. This money is not used by General Electric. It can be used only by the program's trustees for the investments selected by the plan's participants. Also, the company matching payments are credited monthly to the employee's account.

During the holding period, participants earn interest, dividends and other returns — not only on their investments, but also on investments purchased with the company's matching payment. These returns on investment grow tax free during the holding period.

Persons who invest in GE Stock or the S&SP Mutual Fund also benefit from increases in the market value of those securities and suffer losses when those securities decline in value. This applies to both employee investments in S&SP and company matching payments.

To show the potential dollar benefits available to participants in S&SP, I've prepared the following example. The example compares two employees paid at the current R-17 hourly rate. One is a participant in S&SP who is paid the lower S&SP wage rate for the R-17 job, but who receives the company matching payment in his S&SP account. The participant in this example invests 7 percent of his earnings in the program's Holding Period Interest (HP Fund). This fund is expected to pay a 13 percent annual rate of interest on 1981 contributions.

	Non-participant	Participant in S&SP
1) R-17 hourly wage	\$ 8.03	\$ 7.975
2) Times hours worked in one year	X 2080	X 2080
3) Employee earnings	\$16,702	\$16,588
4) Plus GE matching payment	+0	+580
5) Total "pay" for year	\$16,702	\$17,168

In this example, the program participant is receiving \$466 more in total compensation per year than the non-participant. This is because the com-

pany's matching payment equals 50 percent of the employee's investment in S&SP.

The employee investment of 7 percent of earnings equals \$1,161. The company's 50 percent matching payment equals half of that or \$580. If this total of \$1,741 is invested in the HP Fund and earns the expected rate of 13 percent during the holding period, the value of the employee's S&SP account for one year's savings will be \$2,675 at the end of the specified three-year holding period. This total includes the employee's initial investment of \$1,161, which has grown by \$1,514 because of the company matching payments and the compounding of interest earned during the investment year and the holding period. The effective rate of interest is about 26¼ percent per year before compounding.

Each person's experience under the program will be different depending on the investments they make, the performance of the markets, future interest rates, etc. But I hope that this illustrates that S&SP can help many employees achieve personal and financial objectives, such as the education of children or building additional retirement income.

One final note: the Savings & Security Program is a complicated benefit plan. It's not possible in this limited space, to deal with all the possibilities that might affect an individual case. To learn more about this program, I encourage employees to read the material in their benefits booklets and the S&SP Prospectus and discuss any questions with the employee relations people assigned responsibility for benefits counseling in their operation. You can be assured that any money you invest will be used by the program trustees to purchase securities you select and that investments will be for your exclusive benefit.

*Tom Callant
Manager of Compensation, Ext. 2524*

Q & A

Mail to: GE News
Bldg. 18-3

Here's your chance to find out how to get the most out of your GE benefits — Dental Assistance Plan, Savings and Security Plan, Retirement Option Account, Pension Plan, Long Term Disability Income Plan, vacations, insurance, you name it. Just send your question to the **GE News**, and we'll see that it gets to the right person. We'll print your questions and answers in the **GE News** as space permits.

Name _____

Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)



Pat Mannion (seated, center) was chosen the most outstanding speaker in the Effective Presentation class taught by **George Dykhuizen** (standing, right). Mannion is employee relations specialist at SMD, Taylor Street. **Bob Boyce** (right), Taylor Street GPM, wrote the best paper according to a panel of judges. Other "final four" speakers were **Greg Delaney**, (seated, left), SMD, Building 4-6, and **Penny Larsen**, GPM, Building 6-1. Not pictured is **Barbara Baker**, GPM, Taylor Street, who was selected most improved speaker.



These five Specialty Transformer Department employees recently celebrated 40 years of service with GE. Seated is **Betty Harkenrider**. Standing, from left, are **Robert Pfeiffer**, **Dorothy Donahue**, **Bud Miser** and **Thomas Kirk**, all from Building 26-3.

In memory
Donald H. Shoner, 2316 Hiawatha Blvd., died May 16. He was an electrician in Specialty Transformer, Building 20, when he retired in 1969.

ALLEY CHAT By Connie Houser

Three bowl 'perfect' games in tourney

The team of Gerald McHenney, Ron Logan, Marlin Leininger and Jim Plemens won the Spring Team No-Tap Tournament with a 3115 series including handicap. High game for the winning team was Logan's 288 for a 719 series. High series of 731 was turned in by Plemens. Two men hit 300 games. They were Dan Neal and Danny Wasson.

In the Singles No-Tap Tournament, Pat Warmkessel won first place with an 889 series (including handicap). She also rolled an 858 series for fourth place.

There were 68 team entries, and the GE Club paid out a total of \$1,415 in cash prizes. First place team winners received \$210 plus trophies, and first place singles received \$55 plus trophy. Overall 15 teams placed in the team prize list standings and 28 individuals placed in the singles prize list standings.

The GE Club will be closed until Aug. 24 when the Club will start its two week special of three games for a dollar. This pre-season special will run for two weeks (week days and evenings only) prior to Labor Day weekend. See you then!

Easy does it for June retirees

Delores E. Ward retires with 20 years of service. She began as a lace and tie person in HMO, Building 17-3. Her final assignment was an assembler in SMD, Taylor Street. "I plan to enjoy my home, family, and grandkids and work in my yard and garden. Maybe we'll do a little traveling after 'hubby' retires."



Robert E. Boner retires with 29 years of service. He began as a drafting detailer in Technical Services. His final assignment was design and requisition specialist for General Purpose Motor, Taylor Street. "I plan to spend time getting caught up at home and then hang up a sign saying 'gone fishin'.'"



Menu

Monday, June 1 — navy bean soup; spaghetti with meat sauce; baked ham. SPECIALS: baked ham, 6 oz. spaghetti with sauce; pizza burger, fries; chicken salad and soup.

Tuesday, June 2 — chicken rice soup; ham and great northern beans and corn bread; meatloaf. SPECIALS: meatloaf, potatoes, vegetable; bbq, fries; ham salad and soup.

Wednesday, June 3 — minestrone soup; corned beef with cabbage; roast beef. SPECIALS: Mexican fiesta; roast beef, potatoes,

salad; smoky snax, fries; tuna salad and soup.

Thursday, June 4 — beef noodle soup; chicken and noodles; liver and onions. SPECIALS: liver, potatoes, vegetable; sloppy joe, fries; chicken salad and soup.

Friday, June 5 — chicken gumbo soup; macaroni and cheese; Italian sausage. SPECIALS: Italian sausage, ravioli, salad, batter dipped fish, 6 oz. macaroni and cheese; egg salad and soup.

ADLETS

FOR SALE

TANDEM AXEL TRAILER, 32', stl, ball hitch, load ramps, \$400. 489-9168.

ADDITION-WIDE GARAGE SALE, June 5 & 6, Park State East Addition.

14' BOAT, motor, trlr, rigged for salmon or bass fishing. 1-337-5145.

ELEC. PLATE TOP STOVE; Hotpoint built-in elec. oven. 597-7179.

TWO-STORY COTTAGE on Hamilton Lake, furnished, 2 lots, fireplace, lots of extras. 1-419-542-8679.

DUNCAN PHYFE WALNUT DINING TABLE, re-finished, \$120. 441-7463.

STORM WINDOWS, dbl trk, 42"x39" & 42"x46". 747-4752.

14' BOAT, FBG Starcraft, 35 HP mtr, trlr, exc. cond., aft 6 p.m., \$750. 485-8322.

17 HP SCOTT ATWATER OUTBOARD MOTOR, old, \$20. 1-419-542-8480.

GARAGE SALE, tools, antiques, misc., May 29-30, 9-5 p.m., 10707 Liberty Mills Rd.

'73 MOTTO-GUZZI, 850 CC, fully loaded, 6,000 miles, \$1,200. 456-7223.

AIR COMPRESSOR, .50 HP, all controls, paint sprayer; 5' yard swing. 745-1630.

'67 PONTIAC CATALINA, good mech. cond., cheap. 485-1898.

FIREPLACE SCREEN, 48"x28", hvy duty, exc. cond., \$10. 485-7756.

HOUSE TRAILER, 12'x50', 2 bdrms, needs some repair, \$1,700. 1-824-0542.

COLEMAN CAMP STOVE, 2 burner, \$15. 447-4066.

VAN SEATS ON PEDESTALS, 3, low back, reas. 447-4330.

RMT RUPP MOTORCYCLE, on or off road, aft. 7:30 p.m. 637-6958.

COLECO POOL, 15'x27', access. incl., \$500. 447-2370.

FENCE CHARGER & POSTS, \$15. 493-2241.

FIREPLACE SCREEN, 32"x25", blk mesh drw w-brass top, \$5. 484-1228.

'76 CHEV MALIBU, 4 dr., V-8, ex. cond., \$1,995. 637-5003.

TWIN BED & 6 dwr. dresser with mirror, wht., \$145. 744-3845.

STAINLESS STEEL SINK, faucets, \$20. 747-5321.

BELL & HOWELL DUAL 8 PROJECTOR, good cond., \$50. 424-2956.

PIPER ORGAN, Hammond, exc. cond., bench. 489-6801.

'46 WILLYS JEEP CJ3A, will trade for van. 483-3894.

BED, full sz, matt. & springs, \$20. 424-6826.

20" AXF FREE SPIRIT DIRT BIKES, Sears, 2, boys', 1 yr. old, grn, \$55 ea. 447-1157.

WANTED

PLAYPEN, good cond., reas. 484-3910.

VEGA DOORS, no rst, aft. 3 p.m. 485-2819.

LADY'S RIGHT-HAND GOLF CLUBS. 432-0398.

FOR RENT

ONE BDRM APARTMENT, NW, carpet, clean, \$145/month. 745-1973.

SERVICE

BABYSIT DAYS, one blk from Lutheran Hospital. 745-2764.

SMALL ENGINE REPAIR - mowers, tillers, etc. 745-5662.

PHOTOGRAPHY & framing, weddings, portraits, etc. 432-9753.

FREE

KITTENS, 2, aft. 4 p.m. 693-3673.

*ADLETS

GE NEWS BLDG. 18-3

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| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



Elex Club officers for 1981-82 are from left, front row: Rose Nagel, Gail Page, Joann Bowers and Sharon Bynum. Second row: Juanita Scheimann, Anita Koeneman, Sally Eubank, Joan Hoover, Martha Musselman and Justine Coudret. Back row: Doris Glover, Juanita Corkwell and Shirley Boyle. Not pictured is Rhonda Napier.

Officers for 1981-82

Bowers elected president of Elex

Joann Bowers, Building 4-2, recently was elected president of Elex Club for 1981-82. She and the other new officers will be installed in a candlelight service June 1 at Lester's Party Room.

Other officers are: Joan Hoover, Building 4-6, first vice president; Gail Page, second vice president; Rhonda Napier, Section 14, secretary; Martha Musselman, Building 17-3, treasurer, and Sally Eubank, assistant treasurer, appointed by the company;

Also, trustees Rose Nagel, Building 17-1, and Sharon Bynum, Build-

ing 31-1, and directors Juanita Scheimann, Building 18-1 (outgoing president); Doris Glover, Section 14, (outgoing first vice president); Justine Coudret, Building 18-1; Juanita Corkwell, Section 14; Anita Koeneman, Winter Street; and Shirley Boyle, Building 17-3.

Banquet honors officers

The first shift Executive Board will be honored at a banquet preceding the installation of officers. Second shift Executive Board members who served the past year will be honored at a noon banquet at Lambro's Restaurant June 3.

Handicapped on horseback — ECSF dollars at work

A large part of the \$219,000 GE employees are contributing to the United Way of Allen County is helping children — and in some surprising ways.



Ed Evans, Sharon Sebastian and Keith Parrot visit a Montessori School with other ECSF representatives. Children build on previous successes, so that learning remains a rewarding process.

Members of the Employee Community Service Fund Board of Administrators recently found out first hand how money is being spent during an afternoon tour of a Montessori School and a presentation on Red Cedar Center for Special Services.

GE people impressed

The reaction of Marge Frain, SMD, Taylor Street, hourly representative was typical:

"This was the first I knew Red Cedar ever existed. I'd love to see the expression of a handicapped child riding a horse for the first time. Can you imagine what that must be like for them?"

"And at the Montessori School it was so interesting to see how they learn, what they do and how neat they are at 2, 3 and 4 years old."

The ECSF board members heard Red Cedar Administrator Max Parrot explain the therapeutic effects that horseback riding can have on handicapped, retarded and disadvantaged children.

"We once had a woman in a wheelchair, who had never moved her arms, ride one of our horses. In the excitement of it all, she was told to pull in the reins — and she did."

"A similar breakthrough occurred for a young boy after a successful ride. In trying to explain to his parents the thrill of riding he spoke for the first time," said Parrot.

"Such breakthroughs are rare, but they point out the benefit of using such an expensive therapeutic tool as the horse."

Ed Evans of HMO asked Parrot the reason the program focuses on the horse.



Administrator Lee Bailey explains the Montessori method to ECSF Board representatives (from left) Jim Schmidt, Walt Mattes, Ed Evans, Byron Linker, Marge Frain, Sharon Bynum and Allie King.

Parrot replied, "It has been proven over many years in Europe that the horse is the most therapeutic animal there is. We are the 39th center to form in the U.S., and we've been here about eight years."

"The horse is an unusual animal. It won't strike back and hurt like some animals will. A child can express affection and feel safe with a horse."

The center has special equipment for dealing with the handicapped, and provides transportation for those who need it.

Montessori method explained

At the Martin Luther King Montessori School on East Wayne Street, GE employees watched chil-

dren learn and play at the same time.

"We try to provide each child with a sense of security and order," Administrator Pat Bailey explained.

Involved in the program are preschool age children identified as being economically disadvantaged.

"Many of the children here do not have educational toys at home and lack the ability to travel outside the world of the inner city. We try to stimulate their natural eagerness to learn through activities designed to make them succeed at learning. We emphasize self motivation and self discipline. When they leave here they are ready for first grade."

Both programs depend heavily on the United Way for support throughout the year.

Need a ride?

Quarter Century outing Oct. 17

Transportation to the Oct. 17 Quarter Century Club Outing at the Memorial Coliseum will be provided for those who need it.

Glenn Seabold, club president, encourages anyone who needs a ride to

fill out the coupon below.

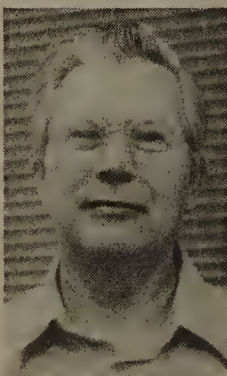
"If you know of someone else who needs a ride, please let us know that, too. We'd like every member to attend who wishes to do so," he said.

Amusement park discounts available

Discount tickets for Cedar Point, Kings Island and Six Flags amusement parks will be sold this season at the Credit Union to Credit Union members only.

Tickets for Kings Island, Cincinnati, Ohio, and Cedar Point, Sandusky, Ohio, are available for \$9 each, a savings of \$1.95. Tickets to Six Flags Over Mid-America, St. Louis, Mo., normally sell for \$11.50. They are available for \$9.50 at the Credit Union.

40 years of service



Clarence Meyers
AMO



Harry Ecenbarger
GPM, Taylor St.

New Shipment! Class 'E' Audio Products at Your Employee Store

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| 3-5214E AM/FM Radio Cassette Recorder with 2-way speaker system | \$58.99 |
| 3-5145E GE's Best Cassette Recorder with 3-way power and touch pause control | \$37.99 |
| 3-5001E DC Cassette Recorder with remote pencil mike | \$17.99 |
| 7-2964E Seven Band Radio CB Monitor, instant weather, police band, AM/FM, aircraft, continuous tone and squelch controls | \$53.99 |
| 3-5952 Walkie Talkie, 49 Mhz | (each) \$4.99 |
| 3-5954 Walkie Talkie with break resistant antenna | (each) \$6.99 |

1030 Swinney
10-5:30 Weekdays

Mail to:
Dottie Askren, Building 18-4, 1635 Broadway, 46804

The following Quarter Century Club member would like transportation to and from the Quarter Century Outing at the Memorial Coliseum on Saturday, Oct. 17.

Name _____

Address _____

Phone _____

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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VOLUME 63, NO. 21

Section 15 achieves biggest upturn in SMD history

"It was a bear. The roughest business upturn I've ever been through. The acceleration was unbelievable."

Those were some of the employee comments after Taylor Street SMD achieved the greatest line rate increase in department history last month.

"We pulled out all the stops," said Manager of Manufacturing Engineering Burdell Smith.

For Section 15 the upswing was like taking a starving refugee and forcing him to eat a Thanksgiving meal.

Prefer overtime to lack of work

"We had so much business we didn't know what to do with it, but I'd take that any day over the situation we had here last fall," said Smith. "Last September we were facing a blank wall and no future."

The crash in the housing market a year ago and the overall economic recession had slowed SMD's line rate to a trickle of 5,000 motors per week in September.

The plant was being run by a skeleton crew of 79 people, including just two supervisors and one maintenance person.

Then came a freak of nature — one of the worst heatwaves in the nation's history. SMD's customers in the air conditioning and replacement markets had already trimmed their inventories of motors and finished products to a minimum because of economic conditions and housing.

'Last September we were facing a blank wall and no future.'

The heatwave further depleted inventories by about 600,000 units. Suddenly there was a market for what SMD had to sell, and the upturn in demand was immediate.

"We faced the challenge of boosting our line rate by over 500 percent in just a few months' time," said Chet Reinking, manager of shop operations. "Our first challenge was to hire enough people back from layoff and get them trained fast enough to get the job done. We went from 79 people to about 350."

"In two critical areas, supervision and maintenance, we went from two supervisors to seven and from one die repair person to six."

The lack of experienced supervisors slowed the training effort, and the lack of an experienced repair crew led to equipment downtime problems.

Added to these difficulties was the fact that a new motor design was introduced, the high efficiency Energy Saver motor. Also, as more jobs opened up at Fort Wayne GE plants, employees bumped to other jobs. This further aggravated

Housing, economy affect outlook. See story on Page 2.

the training problem and training costs.

"Needless to say, productivity has been low and quality costs of scrap and rework have been high," said Reinking. "But we kept most of our quality problems in house and our outgoing quality remained good throughout the upswing. We haven't had many complaints from customers."

"It has taken a lot of work on everybody's part to get us here, but it was worth it," said Reinking.

"We have increased our market share, and in the long run this could help us reduce the effects of another downturn on business and employment."

'Not out of woods yet'

"But," he added, "we're not out of the woods yet. We have to maintain our line rate at capacity to fill customer orders that we've promised. We need everyone's support to continue the upturn in productivity. We need to improve the quality of our work and reduce absenteeism."

Otis Price, plant manager, gave special praise to those persons who have been working long overtime hours and to the maintenance support people who helped SMD overcome equipment problems.

"Our production requirement continues at 26,000 motors a week and will demand ongoing outstanding performance if we are to continue to meet our schedule."



Pictured from left are Jim Redmond, Dick Fisher and Efford Hamilton.



Punch press operators give views on SMD achievement

What was it like going through the biggest line rate increase in SMD history? The GE News went to the head of the line to get the views of punch press operators. This is what they said:

"This is where the motor starts," said Taylor Street punch press operator **Jim Redmond**. "If we don't put out the punchings, the other operations can't do their work."

Jim, a veteran of 14 years at GE, joined the Section 15 operation last October when business picked up.

"I started out with just one day of training because we were short on people. It was turmoil for a while until we got the people and the

system in the die room. You can't make punchings when your machine is down."

Never seen anything like it

Dick Fisher, operator on a progressive press in Section 15, has been doing his job for four of his 39 years at GE, but he's never been through anything like the recent business turnaround at SMD.

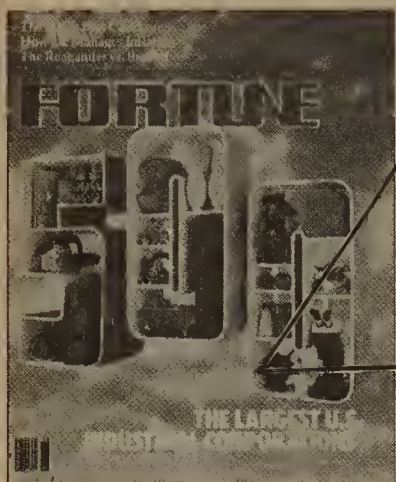
"It seems like I've worked about every Saturday since March," he said. "We had some quality problems for a while, but we're getting them ironed out. The thing is, we're the head. If we can't produce the punchings we need, the operation's in trouble."

Efford Hamilton has worked at GE for 16 years, but he, too, is a newcomer to Section 15. He operates a blanking press that produces motor shells.

"When I jumped for this job last October, the machine was putting out just 2,600 shells a day, and that wasn't a full day's work. Now it's putting out twice that many, and I'm working overtime and have a helper."

"I haven't minded the overtime. I've always enjoyed working, and the way the cost of living is rising today it helps to have the extra money."

"I figure if you're going to work, GE is as good a place as you can find."



Fort Wayne motor on Fortune cover

An Energy Saver high efficiency motor manufactured by SMD in Fort Wayne was featured on the cover of *Fortune*, a national business magazine, in May.

The cover design consists of products made by companies representing the top 10 industrial classifications in the Fortune 500 list of the largest industrial corporations.

The issue also contains a major story about GE's way of dealing with inflation by "thinking real." The article en-

titled "How GE Manages Inflation," focuses on the GE management education program COIN (Effectively Coping with Inflation). Many Fort Wayne GE managers have taken this course.

In another feature, GE's former chief executive officer Reg Jones was chosen by the nation's business leaders as the best chief executive officer of 1980.

GE is ranked No. 10 in *Fortune's* list of 500 industrial companies.

Employee, dependents insurable

Cost of premiums remains same for Personal Accident Insurance

The cost of coverage under GE's Personal Accident Insurance Plan will hold the line for the year ahead.

The plan's new policy year begins July 1. The rate for employee coverage will remain at 40 cents per \$1,000 of coverage. The rate for coverage of dependents (based on spouse coverage) will remain at 50 cents per \$1,000 of coverage.

Those who want to obtain coverage, or to increase coverage, should sign up before the 15th of any month and coverage will begin the following month.

Coverage under the "employee" portion of the plan is purchased in blocks of \$10,000 up to, as much as \$100,000. A typical coverage of \$40,000 would cost just \$16 for the new policy year under the rate that remains in effect.

"Dependent" coverage must be purchased in blocks of \$10,000 on a spouse. Coverage can go as high as \$50,000 but can't go higher than the

employee's own coverage. For each \$10,000 of coverage on a spouse there is automatic coverage of 2,000 for each dependent child.

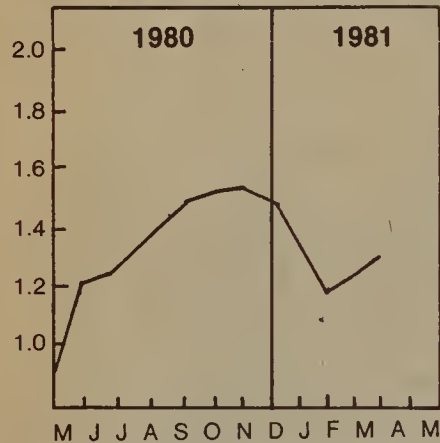
A typical coverage of \$20,000 for a spouse with \$4,000 automatic coverage for each eligible child would cost \$10 for the new policy year.

GE people who have coverage under either or both coverages of the plan will have it continued automatically for the new policy year. Those who wish to begin or increase coverage can make arrangements by requesting forms from the department payroll office or Personnel Accounting, Building 18-1.

PAI provides the kind of low-cost accidental death insurance that you might purchase for a trip — and provides it, day in and day out, throughout the year. In addition, it provides benefits for specified injuries when an accident does not result in death.

Housing affects business outlook

Housing Starts



Housing starts in April rose to a seasonally adjusted rate of 1,343,000 units from a revised 1,289,000 in March, the Commerce Department reported. The government reported Tuesday that the average price of a new home in April reached a record \$84,000 and mortgage rates averaged 15.25 percent nationwide.

How long will it last?

That question is on many employees' lips at Specialty Motor Department and other departments who make motors used in homes for such things as central and room air conditioners and heat pumps.

Once inventories are restored, new construction will have a greater impact on demand for SMD motors.

Although housing starts rose 4.2 percent in April, the level of housing construction remains relatively low. Increased interest rates have not helped prospects for improvement.

If housing starts were to continue at the rate reported for April, they would total about 1.3 million for the year. By comparison housing starts never dropped below 1.4 million in 1979.

Other factors that can affect demand for SMD motors are the weather, export sales and the quality, cost, service and delivery associated with SMD motors.

Corporate Alumnus Program: 26 years of aid to education

The year 1980 marked the 26th year of the Corporate Alumnus Program (CAP) and its support to educational institutions. Since it was established in 1954, the program has helped provide a total of \$28,723,667 in gifts to colleges and universities, according to the recently issued CAP report for 1980.

Under the program, GE employees and pensioners can make gifts to eligible institutions and have them matched by the General Electric Foundation. In 1980, retirees of General Electric, for the first time, were eligible to participate in this program.

Gifts matched under the program in 1980 totaled \$988,341 and went to

914 schools around the country. Over 7,400 GE employees took advantage of the opportunity to double their contributions to colleges and universities by using the Corporate Alumnus Program.

Individual employee contributions of at least \$15 and up to \$5,000 may be matched. The maximum an institution can receive in a year is \$40,000.

Employees who plan to participate in the program in 1981 should request copies of the matching gift form which provides full details and instructions. Copies of the form are included in the 1980 Corporate Alumnus Program report available from Personnel Accounting, Building 18-1.

April prices on S&SP investments listed

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in April. The Long Term Interest Fund price for the last day of the month is also shown as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate		Long Term Fund Price	YTD Annual Income Rate
				1980	1981		
January	\$61.863	\$29.643	\$10.00	10.9%	13.1%	\$9.31	14.1%
February	63.118	28.834	10.00	10.9	13.1	9.07	14.3
March	66.580	29.905	10.00	10.9	13.1	9.19	13.9
April	66.732	30.271	10.00	10.9	13.1	8.87	13.8*

* At April 30, 1981, the net current yield of the long term investment portion of the fund was 14.1 percent.

Special at Your Employee Store



Carry a tune!

Lightweight Stereo Cassette Player with Stereo Headphone plus an extra jack for another listener.

Features big stereo sound. Two-way belt clip for horizontal or vertical play or use the convenient shoulder carry strap to carry your music wherever you go. Left and right volume controls.

\$74⁹⁷ was \$89⁹⁷
GE brings good things to life.

1030 Swinney

10-5:30 Weekdays

Golf Corner By Roy Brokaw

Glenn Cole hits low score for week

Men's Golf League Low Scores: Glenn Cole 36, 38, Eben Cobb 37, 38, Jim Schwartz 37, Bud Snyder 38, Warren Wickliffe 39.

Birdies: Glenn Cole (2), Ray Benckenstein (2), Roy Brokaw (2), Eben Cobb, Steve Elett, John Segyde, Warren Wickliffe, Dick Shoemaker, Bill Poole, Don Alcott, Paul Yentes, Jim Closson, Norm Pape, Bud Snyder, Jim Schwartz, Lee Guillaume.

Menu

Monday, June 8 — vegetable beef soup; macaroni, beef, tomato casserole; grilled ham. SPECIALS: grilled ham, 6 oz. macaroni casserole; beef and onion patty, fries; ham salad and soup.

Tuesday, June 9 — split pea soup; vegetable beef hash; batter dipped chicken. SPECIALS: batter dipped chicken, potato, lime jello; beer batter fish, fries; chicken salad, soup.

Wednesday, June 10 — chicken noodle soup; ham and shell macaroni au gratin; hamburger steak. SPECIALS: hamburger steak, 6 oz.

In memory

Royal F. Keen, 2007 California Ave., died May 25. He was a technician in process and equipment at Winter Street, retired in 1965.

Sandbagger of the Week: Dick Shoemaker 41, (11 strokes under his average).

Putter of the Week: Glenn Cole and Jim Schwartz. Both players had 12 putts.

Did You Know: The lowest known 18 hole golf score ever recorded on a regulation course (6000 yards or longer) was a 55 by E. F. Stugaard. He had 2 eagles, 13 birdies and 3 pars!

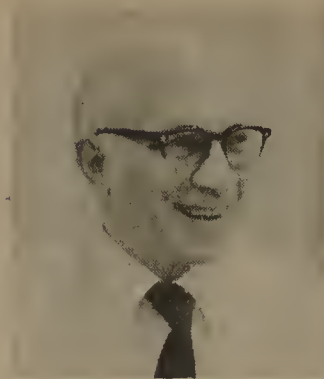
ham and macaroni au gratin; western melt, country tomato salad; egg salad, soup; Mexican fiesta.

Thursday, June 11 — beef barley soup; beef stew; roast beef. SPECIALS: roast beef, potato, vegetable; BBQ beef, fries; ham salad, soup.

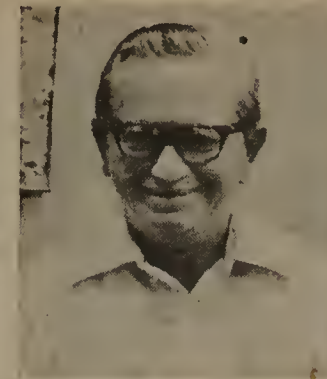
Friday, June 12 — potato chowder soup; macaroni and cheese; batter dipped fish; veal cutlet. SPECIALS: veal cutlet, 6 oz. macaroni and cheese; batter dipped cod, Mexican slaw, fries.

Juanita I. Splice, 2928 St. Louis St., died May 19. She was a payroll clerk at Taylor Street GPM before she retired in 1966.

40 years of service . . .



"Casey" Keister, HMO



John Foster, GPM-B



Richard Tholen, GPM-B

Softball teams off and running

by John Hauenstein

Talent appears to be evenly distributed this season in the GE softball league which should make for an exciting season.

Teams are reminded to send their scoresheets to the league manager so results can be promptly reported.

The team standings after three games were as follows: Winter Street, 2-1; Taylor Street, 2-1; Thirsty Horde, 2-1; Quality Fakers, 1-2; and Decatur, 1-2.

General Electric News

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1635 BROADWAY

PO BOX 2204

FORT WAYNE IN 46801

Phone 426-7431, Ext. 3441

(Dial Comm. *8-322-3441)

GENERAL ELECTRIC

ADLETS

RIDE WANTED

COUNTY RD. 327 TO BDWY, 1st shift. Ext. 2344.

RIDERS WANTED

CHURUBUSCO TO TAYLOR ST. or Bdwy, 1st shift. 693-3637.

FOR SALE

VAN SEAT, blk vinyl, good cond., \$25. 749-0298.

DODGE ENGINE, 225 slant 6 cyl., \$150. 758-2011.

'76 VEGA ESTATE WGN, auto, air, PS, 20 MPG, \$1,500. 485-4143.

SEWING MACHINE, mtd, buttonholder, etc., \$50. 745-2880.

PUSH TYPE REEL MOWER, \$20 or bst offer. 456-1795.

'73 RANCHERO, V8, auto, \$900; '77 Ram-charger, engine, transmission, tires. 432-5892.

'74 FORD F-100 EXPLORER w-cap, 44,000 miles, 489-4029.

MATTRESS, full sz., \$25. 484-5030.

10' ALUMINUM JON BOAT, 3 HP mtr, \$300. 484-2404.

YARD SALE, 1118 W. Packard, June 5 & 6, good misc.

THOMAS ORGAN & accessories, ex. cond., \$850. 432-3359.

'72 CHEV CAPRICE, V8, pwr, air, radio, new tires, battery, brakes, good, aft. 5 p.m. 486-4208.

'72 SKAMPER POP-UP, slps 6. 432-6370.

17' SHASTA CAMPER, slps 6, self-cont., good cond., \$900. 447-6523.

'80 CHEV 4x4 SCOTTSDALE, 13,000 miles, lockouts, auto, pwr, extras. 489-3950.

'71 FORD TORINO BROUGHAM, V8, 2 dr., good cond., \$600. 749-2739.

780 HOLLEY CARBURETOR, rebuilt, \$65. 747-6543.

TIRES & WHEELS for Pinto, 5. 432-9874.

WONDER HORSE, 36"x36", ex. cond., \$10; mtchg drapes & spread, \$10. 432-0279.

'80 LTD, 22,000 miles, auto, cruise, pwr, trit gls, undercoated, grey w-blue, reas., eves. 485-9207.

SOFA, 88", gold, ex. cond., \$125. 749-0862.

TABLE & SIX CHAIRS, red & blk. 486-1997.

TWO BDRM RANCH, ex. cond. 484-9996.

FIRESTONE 60 TIRES, 4, 14", Keystone rims, \$175. 432-3274.

AIR CONDITIONER, 10,000 BTU, 220 V, \$150. 1-488-2059.

STROLLER, ex. cond., \$20. 489-9364.

GAS DRYER, hvy dty, large, wht, \$230. 484-1400.

BEAUTIFUL COUNTRY HOME, 1 1/2 miles SE of Baer Field, 9 yr. old 2 story on 1 acre wooded lot. 639-3878.

DELUXE BABY STROLLER, \$10; lady's hard dome hair dryer, \$8; man. typewriter; man's bwlg ball & bag. 747-3871.

'78 KAWASAKI KV 75, ex. cond., \$350. 493-2877.

SIX AND TWO METER VFO, \$20; SWR meter, \$8. 485-2193.

COMPOST GRINDER; charcoal grill w-hood; oven. 744-1462.

FLEA MARKET, June 11, Sr. Citizen Ctr, 233 W. Main, 9-2 p.m.

BUFFET, dk pine, \$100. 749-2785.

CARTRIDGE FILTER for 12'-15' swimming pool, Coleco Mdl F-110, \$69. 639-3850.

'79 FORD T-BIRD, 20,000 miles, air, pwr. 1-587-9526.

TREADLE SEWING MACHINE, works good, some attachments. 447-4606.

TREADMILL EXERCISER, good cond. 747-5463.

REFRIGERATOR, Hotpoint, wht, good cond., \$120. 484-8093.

KODAK HANDLE CAMERA & electronic flash w-case, 1 yr. old, \$35. 456-5704.

AIR CONDITIONERS, 2. 426-4485.

90" SOFA, gold, bwn tweed, \$125. 493-2741.

FRUIT JARS, 18 dz. qt, 1 dz pint, 6 half gallon. 424-2807.

MOBILE HOME, 8'x42', lake front private lot w-dock, Big Long Lake. 484-3772.

DUAL 8 MOVIE PROJECTOR, Bell & Howell, almost new, \$75. 483-3894.

16" BICYCLE, orge & yel, \$10; lounge chair, rst, \$15. 637-6247.

WINE BOTTLES; mattress & box springs; clothes, sz. 10 junior. 432-9871.

AIR CONDITIONER, 18,000 BTU, ex. cond., \$125. 485-1213.

AIR CONDITIONER, like new, \$99. 484-5353.

GAS RANGE; new kitchen carpet, 12'x17 1/2', bwn & tan, aft. 5 p.m. 745-9005.

SASH WEIGHTS, boat anchors; vent hood for range, cptne, complete. 749-4485.

GAS DRYER; tires, GR70, ex. cond. 489-5770.

GARAGE SALE, 2706 Sandpoint Rd., June 10-14.

SNOWMOBILE, Yardman, ideal for kids, \$200. 749-2704.

BEDROOM SUITE, 3 pc., blond, \$200. 445-5423.

ANTIQUE TABLE; 25 qt. pressure cooker. 1-344-1529.

PICK-UP CAMPER or '77 Chev 3/4 ton camper special, 4 spd. 657-5672.

CARPET, gld, 28 yds, very good cond. 485-5836.

'79 PONTIAC SUNBIRD, 4 spd, 4 cyl, 15,000 miles, ex. cond., aft. 4:30 p.m., \$4,695. 432-1793.

ELECTRIC STOVE w-eye lvl oven, 5 yrs. old, \$75, aft. 5 p.m. 639-3946.

30" GAS STOVE, avoc., \$70; qn sz bed, \$60. 424-8607.

FOUR CUSHION COUCH, bwn, \$100; GE 11" B&W TV, \$50. 447-3418.

MAPLE TWIN BED w-matt. & springs, good cond., \$35. 456-4842.

16' SHASTA CAMPER. 432-2080.

'74 CHEV HALF-TON PICKUP, ex. cond., \$2,000. 625-4119.

LADIES' DRESSES, blouses, etc., szs. 26 1/2, 24 1/2 & 42. 749-2785.

SERVICE MANUALS for '71 Ford pass. cars, \$10. 432-3274.

21" LAWNMOWER, self-prop. w-rear bag, \$125. 483-7021.

CB HOME SET, \$70, antenna, \$80, tower, \$70, 100' wire, \$25, new rotor, \$50. 622-7413.

SANDBOX/SWIMMING POOL w-sun canopy, 4'x5', fiberglass, \$15. 625-4332.

ELECTRIC STOVE, \$75; GE Frost-free refrigerator, \$200; dryer, \$50; washer, \$30. 442-8773.

WANTED

LIONEL & American Flyer trains, any cond. 1-724-8011.

ENCYCLOPEDIAS, 5 yrs. old or less. 447-7635.

BABYSITTER, SE, 1st shift, girl, 10 mos. 447-3213.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale *

☐ Wanted

☐ For Rent *

☐ Free

☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____

City _____

Home Phone _____

Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Breakdown! GE Service Shop to the rescue

Breakdowns in factories, like heart attacks in humans, are catastrophic and unexpected. Fortunately for factories, the doctor still makes house calls.

In this case the doctor is the GE Service Shop, located at Fernhill and Northrop in Fort Wayne. The patient could be a machine used in manufacturing at Winter Street GPM or a nuclear power plant in Japan.

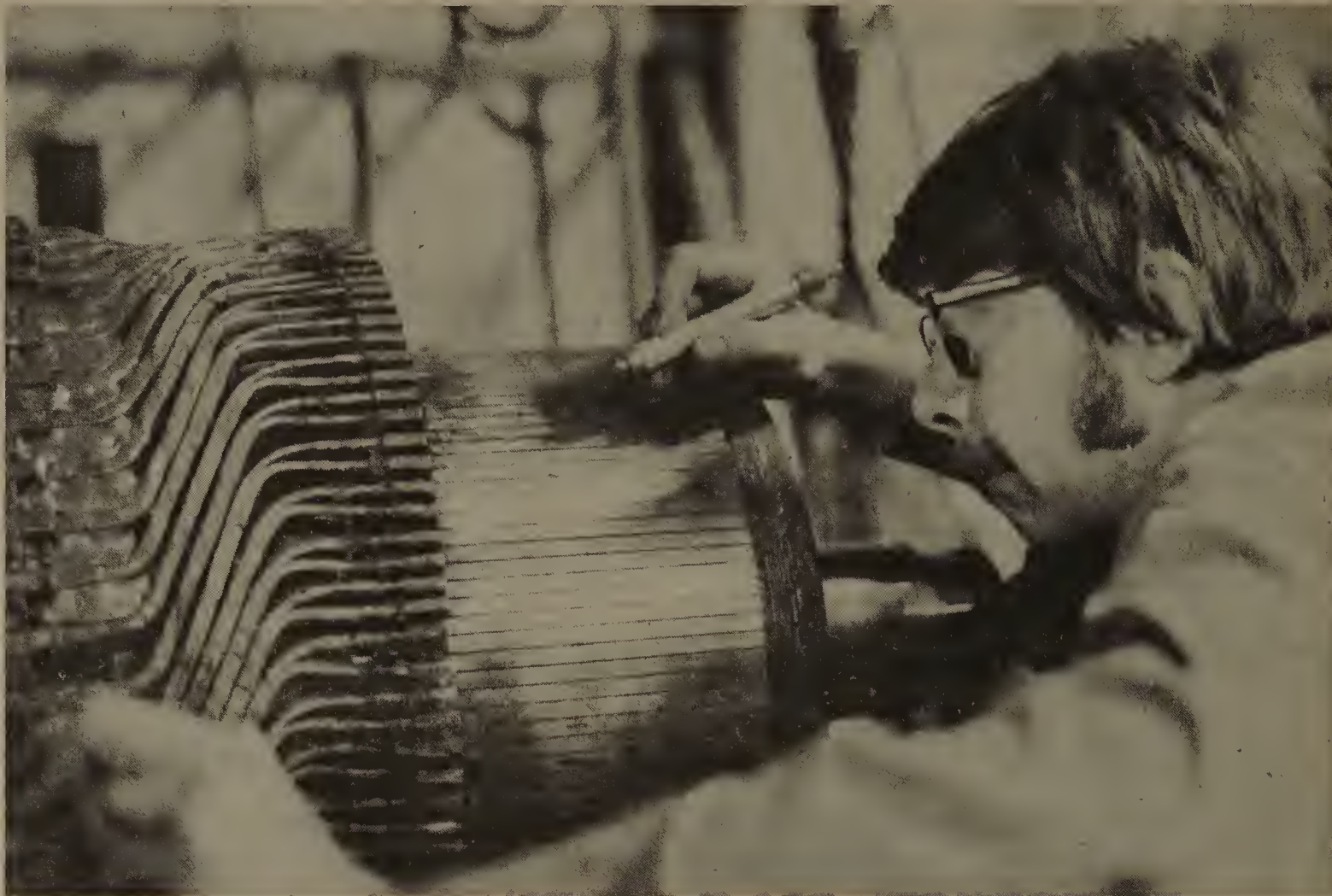
In either situation, a breakdown can be costly — bottlenecks and inefficiencies raise production costs; repairs cost money; orders not delivered on time can mean lost customers; and lost customers mean lost jobs.

The Fort Wayne GE Service Shop is an emergency medical service for industrial equipment that stands ready 24 hours a day to serve its 200 customers in Northern Indiana. Its biggest customer is GE and its plants in Fort Wayne.

The Fort Wayne GE Service Shop is an emergency medical service for industrial equipment that stands ready 24 hours a day to serve its 200 customers in Northern Indiana. Its biggest customer is GE and its plants in Fort Wayne.

In addition to its emergency service, the shop performs preventive maintenance and in-shop repairs on a wide variety of equipment for area businesses.

"We get all types of equipment in here," says Jack Cahill, shop manager. "We offer complete repair and



Kenny Haeftling concentrates on lining up a large DC motor armature for repair at the GE Service Shop.

servicing of switchgear and transformers, both in-shop and on-site. We service and repair AC and DC motors and generators and overhaul freon-type compressors.

"Our shop provides air-conditioning and refrigerator services for our GE customers at the plant and in the shop. In the past we have even worked on railroad locomotives."

Service is important

Cahill says it is the only repair shop in the area that offers customers 7 a.m. to midnight coverage, five days a week.

"Around here, quality and service is the name of the game," he says.

Shop makes house calls

In addition to electrical services, the shop is equipped to handle all kinds of mechanical repairs in its modern machine shop. This was recently expanded to include a new on-site machining service.

"When a customer can't bring his equipment to our shop for repair, we'll take our machining service to him," explains Cahill. "It's a very effective way of returning equipment to service with a minimum of

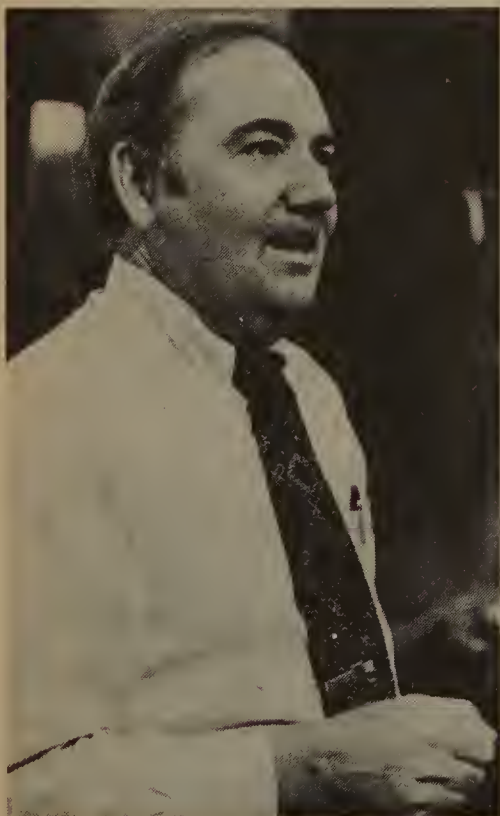
disassembly and lost production time."

Cahill notes that in the past, the GE Service Shop was heavily dependent on customers in the auto industry.

Diversification is key

"Fortunately, we recognized this problem early last year. Since then we have concentrated on sustaining and growing the business through diversification," he notes.

"These efforts are now paying off, and we look forward to continued growth in the 1980s."



Shop Manager Jack Cahill has expanded the shop's services and customers in a new emphasis on diversification.



Carlos Ochoa tests a circuit breaker at the GE Service Shop.



Realizing that downtime costs businesses money, the GE Service Shop at Northrop and Fernhill, now takes its machining service to the customer.

Suggestions earn typist \$1,705

JUN 18 1981
ALLEN COUNTY
PUBLIC LIBRARY
Val Strohs ideas on how to cut costs by eliminating unnecessary paperwork were worth \$1,705 to her recently. That was the total of her Value Analysis double suggestion award at Advanced Manufacturing Operation.

Last year Fort Wayne GE employees added a total of \$38,702 to their pay through department suggestion programs. So far, through April, the total of employee suggestion awards for 1981 is \$9,773.

Val, a clerk-typist, thinks her Value Analysis team's ideas on cutting paperwork costs represent just the tip of the iceberg.

Group saves \$14,000 in costs

"Our group, led by Sue Eme, came up with 54 ideas and saved about \$14,000 in costs associated with paperwork over a year's time," she said. "And that was just our little department. Imagine what could be saved plantwide if we all put our minds to it!"

She added. "I figure if we are going to cut costs at Fort Wayne GE, now is the time to do it. If we can cut costs, it will help not just us, but our customers, too. If we pass the savings to our customers, it should help keep our business up."

What was it that triggered her great ideas?

"I guess necessity is a big cause of change," she said. "The old way of

See SUGGESTIONS, Page 4.



Val Strohs's suggestions eliminated a lot of unnecessary paperwork at Advanced Manufacturing Operation, such as the computer printouts she holds in her left hand. Her suggestions also created a little extra paperwork, the writing of her suggestion award checks that totalled \$1,705.

General Electric News

JUNE 12, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 22

Classes help clerk realize her potential

"I don't feel that I'm realizing my potential," says Loustella



Loustella Brooks, clerk-typist at AMO.

Brooks, a clerk typist in the Advanced Manufacturing Operation, Building 19-2.

"I think the classes I've been taking at GE will be an asset when the right job comes along."

Loustella's classes have included such Continuing Education courses as Career Development for Women, Effective Presentation, and Transactional Analysis.

"I think those classes have helped me on my present job, but they also help me in my personal life in dealing with people," she says.

"I take classes I think will be interesting. I know if I put in the effort, I'm going to gain something from it. It just depends on where you place your priorities."

"I like to get something emotional out of a class, not just academics. I've met new and interesting people, too."

Group leader studies to advance at GE

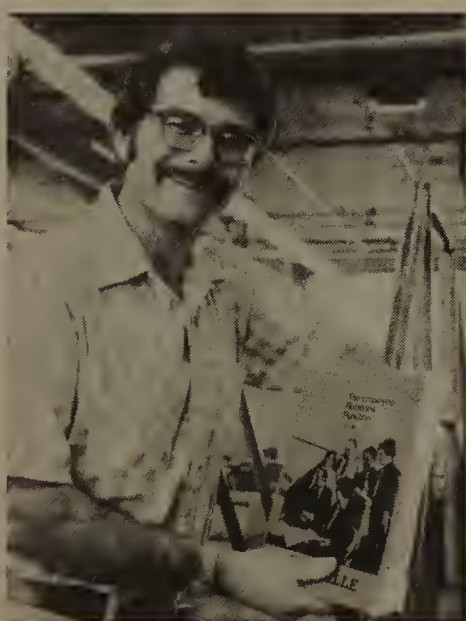
Roger Hartman, a group leader at Specialty Transformer, Building 26-3, enrolled in a Manufacturing Studies class this spring because he wants to become a foreman.

"I kept applying for foreman openings and kept getting turned down. Finally someone was honest enough to tell me it was because I didn't have the education," says Roger.

"I told him I really didn't have time for college and he said, 'Why not go to GE's school?' I said, 'What school?' and he told me about the Manufacturing Studies program."

Roger just finished his first such class, on employee relations at GE.

"I was anxious at first, but I found it real interesting. The instructor made you feel part of the class, like you were making a con-



Roger Hartman, group leader at STD.

tribution. I plan to take another class when they are offered again."

Open to all employees

Manufacturing Studies lists 8 courses

Eight Manufacturing Studies courses and a continuing education course in effective presentation will be offered at GE Fort Wayne during the academic year 1981-82.

Only first-year manufacturing studies courses will be offered.

"Although most of the participants in these classes are salaried employees, we have had several people working hourly jobs enroll in classes with good results," says Phil Herrick, program coordinator.

All classes last from 5 to 7 in the evening. The starting dates for each class are as follows:

Tuesday Classes

Introduction to Accounting Principles (Mfg. 25) will start with a class preparation session July 14. Regular classes begin Aug. 25 and last four weeks.

Operating Costs, Budgets and Measurements (Mfg. 125) will begin Sept. 22 and last for 10 weeks.

Manufacturing Materials and Process (Mfg. 108) will begin Dec. 1 and last 12 weeks.

Economic Analysis of Alternatives (Mfg. 130) will begin March 9 and last 12 weeks.

Thursday Classes

Manufacturing Organization and Supervision (Mfg. 101) will begin Aug. 27 and last eight weeks.

Introduction to Computers (Mfg. 111) will begin Oct. 22 and last 10 weeks.

Individual and Group Relations on the Job (Mfg. 102) will begin Jan. 14 and last 12 weeks.

The Employee Relations Function (Mfg. 105) will begin April 8 and last eight weeks.

Continuing Education

The **Effective Presentation** class will meet on Wednesdays beginning Sept. 9 and last 15 weeks.

Employees interested in enrolling in classes should contact their supervisors.

"We recommend that employees enroll at least one month before the class starting date," says Herrick.

GPM reduces salaried positions to insure business stays competitive

About 25 salaried employees of General Purpose Motor in Fort Wayne have been notified that they are being placed on lack of work status.

The action was taken to adjust for the lack of recovery in certain markets served by GPM.

Reassignments sought

Reassignments to other GE components will reduce the number of actual layoffs to less than 25.

General Manager James Meehan said that GPM sales volume has not reached forecasted levels and is not expected to rebound in the foreseeable future.

"High interest rates have caused our customers to keep inventories at lower-than-usual levels, because of

the cost of financing these inventories," said Meehan.

This factor, combined with the lack of recovery in construction and farm markets served by GPM, has kept order rates down.

Scheduled transfers to other company operations, retirements and other forms of planned attrition are resulting in the consolidation of an additional 15 positions in Fort Wayne.

Reductions at GPM plants in Decatur and Linton, Ind., will affect about 10 salaried employees.

"These actions are regrettable, but are necessary to insure that the business stays competitive over the long haul," the general manager concluded.

Thirty-one employees 'POP' for exempt, nonexempt jobs

Listed below are the names of persons selected to fill positions posted in the Promotional Opportunities Program (POP) since March 1.

Job numbers not shown will be listed in future issues of the GE News as they are filled and reported to POP Coordinator Ed Stratton.

POP postings cover all nonexempt job openings and all exempt job openings through Level 9.

Two postings per week

There are two posting days each week: Tuesdays at 11 a.m. and Fridays at 11 a.m.

Postings that go up on Tuesday are removed Friday, and resumes of self-nomination for those jobs must be in the pick-up boxes by 9 a.m. on the same Friday.

Postings that go up on Friday are removed the following Tuesday. Self-nomination resumes for those jobs must be in the pick-up boxes by

9 a.m. on the same Tuesday.

Self-nomination forms for POP openings are available from supervisors and from employee relations offices.

31 on POP list

Judith Miles, systems analyst, MBG-Finance, Job No. 81-48.

Teresa Tilbury, specialist in sales accounting, GPM, Job No. 81-50.

Thomas Enskey, designer, MTO-AMO Design, Job No. 81-52.

Mark Pape, senior designer, GPM, Job No. 81-54.

Max Geiselman, manager of engineering development lab, GPM, Job No. 81-55.

Karen Malott, time clerk, GPM, Job No. 81-57.

Lola Rehling, insurance claim file clerk, CMD, Job No. 81-59.

Patricia Young, secretary and data base clerk, CSD Finance, Job No. 81-61.

Jeff Langley, foreman in manufacturing, GPM, Job No. 81-62.

Evelyn Miller, time clerk, GPM, Job No. 81-69.

Suzanne Meyer, requisition editing clerk, STD, Job No. 81-70.

Lorene K. Guy, secretary, CSD, Job No. 81-78.

Karen Prosser, sales assistant, CSD, Job No. 81-80.

Sharon Dammeier, sales assistant, CSD, Job No. 81-80.

Deborah Heath, office machine operator, SMD, Job No. 81-81.

Lynn Korte, engineering data clerk, GPM, Job No. 81-82.

Wanda Shultz, file maintenance clerk, GPM, Job No. 81-83.

Julia Rhoades, file maintenance clerk, GPM, Job No. 81-83.

Barbara Sutter, cost accounting leader, GPM, Job No. 81-85.

Dennis McHenney, specialist in electrical test, MTO-AMO, Job No. 81-88.

Donald W. Gotsch, sup.-nat'l serv. ltr., CSD, Job No. 81-91.

Rosemary Henry, purchasing clerk, MTO, Job No. 81-93.

Bill Anderson, application specialist, MTO, Job No. 81-95.

Ned D. Greulach, foreman, MTO/AMO, Job No. 81-97.

Louise Grabner, specialist in sales systems, CSD, Job No. 81-99.

Anita L. Walter, flexowriter operator, GPM, Job No. 81-102.

Cheryl Jo White, office machine operator, MTO, Job No. 81-103.

L. Helen Underwood, personnel accounting clerk, Finance-MBG, Job No. 104.

Cynthia A. Morningstar, personnel accounting clerk, Finance-MBG, Job No. 81-104.

Charlotte Baksa, clerk of health/safety records, ECRO, Job No. 81-106.

Paul D. Backer, specialist in business analysis, CSD, Job No. 81-109.

Eleven names on GE Club election ballot

Ballots for the annual GE Club election will be issued to employees next week, announced Ray Fischbach, club manager.

The following persons will be

President



John Campbell
Bldg. 26-2



Duane Miller
Plant Protection



Carl Brandt
Retired



Bob Lehman
Bldg. 26-B

First vice president

listed on the ballots:

President — John Campbell, Building 26-2; Duane Miller, plant protection.

First vice president — Bob Leh-

man, Building 26-B; Carl Brandt, retired.

Second vice president — Helen Thieme, Taylor Street; Penny Berger, Building 26-B; Ida Yahne, Winter Street.

Secretary — Casey Keister, Building 17-4; Judy Schrock, Building 19-1.

Director — Glenn Seabold, retired; Mel Franke, Winter Street.

Ballots will be issued to all hourly employees on Wednesday, June 17, and to all salaried employees on Friday, June 19. Deadline for returning ballots is Friday, June 26. Ballots can be mailed to GE Club, Building 23 or hand carried to the club.

Second vice president



Penny Berger
Bldg. 26-B

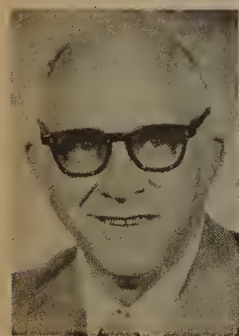


Helen Thleme
Taylor Street



Ida Yahne
Winter Street

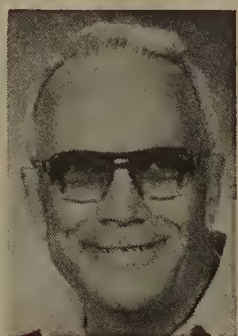
Secretary



Casey Kelster
Bldg. 17-4



Judy Schrock
Bldg. 19-1



Mel Franke
Winter Street



Glenn Seabold
Retired

Director

Winter Street leads league in softball

By John Hauenstein

Winter Street leads the GE Softball League with a 3-1 record after edging the Quality Fakers, 3-2, in a recent game at McMillen Park.

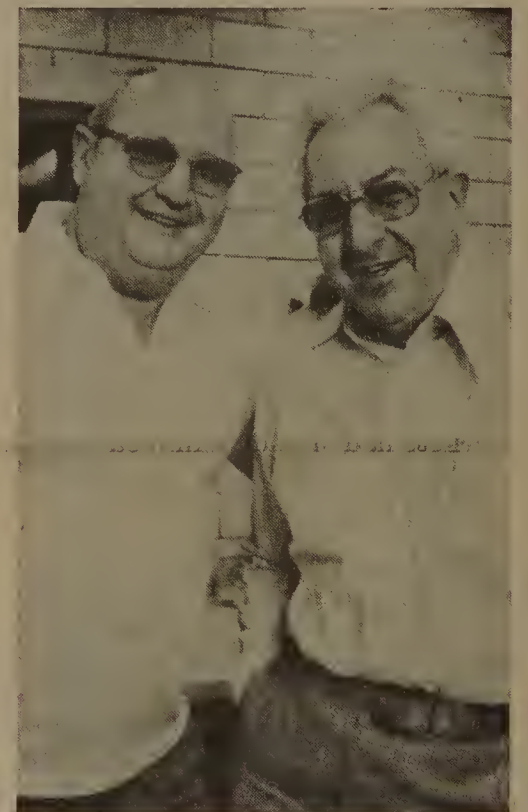
The Thirsty Horde, the only team that has beaten Winter Street (9-8), earned second place with a 19-9 win over Taylor Street. Eric Marzano paced the Horde with a grand slam home run, while Doug Imbody and Jim Stewart hit triples.

Beedle hits grand slam

The Quality Fakers avenged an earlier 8-3 loss to the Horde with an 8-3 win. Jim Beedle hit a grand slam homer in that game.

Decatur stands in third place ahead of the Fakers with wins of 10-0 over the Horde and 14-2 over the Fakers.

The team records are as follows: Winter Street, 3-1; Thirsty Horde, 3-2; Decatur, 2-2; Quality Fakers, 2-3; Taylor Street, 1-4.



Two Power House retirees received suggestion awards last month for suggestions they submitted while still employed. Award winners Walter Cook and Bud Meese of Area Services suggested that the air conditioning units on the east side of Broadway be regulated with timers so they are turned off when the areas are not occupied. Each received a check for \$218.95 for their idea, which cut both energy and maintenance costs on 22 five-ton air conditioning units.

General Electric News

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PO BOX 2204

FORT WAYNE IN 46801

Phone 426-7431, Ext. 3441

(Dial Comm. *8-322-3441)

GENERAL ELECTRIC



Three Specialty Motor employees recently celebrated 40 years of service with GE. Seated from left are John Marks, Jim Linn and Mel Lyttle. On hand for the presentation of diamond pins and plaques were, standing from left: Plant Manager Otis Price, Supervisor Helen Thieme, Department General Manager Marcel Joseph and Quality Control Engineer Jim Schwartz.

Golf Corner

By Roy Brokaw

Men's Golf League Low Scores: Eben Cobb 37 (2), Warren Wickliffe 37, Mel Guillaume 38, 39, Bill Sutton 38, 39 (2), Gary Sykes 38, Lee Shaw 39, Larry Shindeldecker 39, Al Krutzman 39.

Ladies Golf League Results: Low gross - Flo Stocko, low net - Nancy Dusing, low putts - Jean Beatty. Donna Webb chipped in twice, and Jennie Holderness chipped in for a birdie on the fourth hole at McMillen.

Birdies: Bill Sutton (4), Ron Fisher (3), Lee Shaw (3), Warren Wickliffe (2), Gary Sykes (2), John Segyde, Jim Closson, Eben Cobb, Dick Seely, Dick Wells, Bob Bolin-

ger, Pete Gorrell, John Stiver, Russ Hapner, Lynn Bradtmueller, Joe Nicolosi, Mel Guillaume, Larry Shindeldecker, Paul Mischo, Bill Wright, Don Ross, Roger Nelsen.

Sandbagger of the Week: Chauncey Miller 47, (10.1 strokes under his average).

Putter of the Week: Frank Chandler and Luther Putman. Both players had 12 putts.

Did You Know: Rudolph Benavides Jr. of Dallas, Texas, claims the longest string of avoiding three-putt greens when he played 628 holes in two putts or less during a seven week period.

Linton access code changes to 15

The telephone access code for making calls to GE at Linton, Ind., will change Monday to 15 from 5, says George Lambroff, manager of telephone facilities.

Installation and expansion of station line equipment for data transmission involving Fort Wayne computer operations necessitated the change, he said.

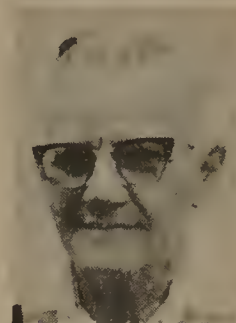
Elex July Calendar

6 — Partizan Chapter Board meeting, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.

8 — Pen-El Chapter picnic, noon, Franke Park pond pavilion.

15 — El-Par Chapter picnic, noon, Lakeside Park.

40 years



Ralph Eibling
GPM, Taylor St.



Paul Koldeway
HMO, Bldg. 17

In memory

Waldo R. Eckrote, Decatur, died June 4. He worked at GPM prior to retiring in 1968.

William G. Wickliffe, 4217 Tacoma, died June 3. He was a foreman at SMD, Building 4-4, before he retired in 1962.

Marlon M. Sprague, 3903 Burbank Drive, died May 30. He worked at SMD prior to retirement from GE in 1955.

Benjamin H. Brown, 708 W. Wallen Road, died May 29. He retired in 1953.

Henry W. Skevington, 3221 Rockwood Drive, died May 27. He was a machinist in maintenance and facilities at Winter Street prior to retiring in 1960.

Lucy C. Woodard, Payne, Ohio, died May 21. She worked in finishing at SMD, Building 4-4, prior to retiring in 1957.

Menu

Monday, June 15 — minestrone soup; chip beef and macaroni; pork steak. SPECIALS: pork steak, potatoes, vegetables; sloppy joe and fries; tuna salad and soup.

Tuesday, June 16 — chicken rice soup; beef; and noodles; veal bird. SPECIALS: veal bird, potatoes, jello; jumbo frank and chili; chicken salad and soup.

Wednesday, June 17 — navy bean soup; porcupine meatballs; knockwurst and sauerkraut. SPECIALS: porcupine meatballs, pota-

toes, salad chuckwagon and fries; ham salad and soup; Mexican fiesta.

Thursday, June 18 — beef noodle soup; chicken stew; Swiss steak. SPECIALS: Swiss steak, potatoes, vegetable; bratwurst and fries; tuna salad and soup.

Friday, June 19 — chicken gumbo soup; macaroni and cheese; ham patty. SPECIALS: ham patty, macaroni salad, vegetable; batter dipped fish, macaroni and cheese; egg salad and soup.

ADLETS

FOR SALE

- '71 HONDA 350 SCRAMBLER, runs good, need batt & throt. cble, \$300; dishwshr, \$50. 744-5213.
- HIGH CHAIR, \$15; lamps, 36", \$10. 485-8856.
- '72 CB 175 HONDA, \$375, 4,400 miles, ex. cond. 594-2996.
- GARAGE SALE, June 12-13, 9-6 p.m., clothing, misc. hsehold items, 4407 Wilmette St.
- GE DRYER, \$100; weight lifting bench, \$40. 485-5119.
- '72 FORD PINTO HATCHBACK, \$300. 693-2940.
- BIKES: 2, 20", boy's & girl's; 2, 10-spd men's. 485-9724.
- '70 CUTLASS SUPREME, new tires & batt, good shape, little rust, \$700. 672-3447.
- '70 TRIUMPH SPITFIRE, needs work, aft. 1 p.m. 745-5655.
- 24" SCHWINN THREE SPEED BIKE, girl's, \$60. 637-3881.
- '73 HONDA, 350 CC, runs good, new parts, \$450, aft. 4 p.m. 424-2946.
- LADY'S 27" 10 SPEED BIKE, Vista, w-hdlight, air pump, lock & carrier, orange w-black, \$100 firm. 485-4136.
- VISICALC for Apple computer, 13 sector, \$100. 672-2737.
- REFRIGERATOR, \$40; '63 Ford Fstbck, good interior; doghouse. 447-5910.
- ALUMINUM STORM & SCREENS, new, selection, \$5-\$10. 747-4066.
- AMERICAN RIFLEMAN MAGAZINES, '57-'80 complete, ex. cond., \$125. 432-3274.
- '71 QUARTER TON VAN JEEP, V6 engine, rear whl posi-traction, low mileage. 432-5379.
- AM-FM RADIO for Ford Monarch or Granada, new, \$55. 424-2956.

GAS STOVE, 36", good cond., cprtn., \$115. 432-2316.

WHEEL COVERS, 6 bolt rims; 4, LR 78x15 stl bltd tires. 447-4066.

MOBILE HOME, 14'x60', 2 bdrms, stv, ref., heats cheap, Sherwood Pk. 639-3319.

RIMS, 2, GR-15, \$12. 747-5487.

STEREO RECEIVER, JR-S200, 35W channel, \$175. 447-5052.

UTILITY TRAILER, adj canvas top, see to appreciate. 483-3894.

TROMBONE, King 3B, ex. cond., case, \$400 or offer. 485-8291.

PORCH GLIDER, stl frame. 747-5463.

MOVING SALE, June 12-13, 5491 N. Clinton, Grdnview Apt., furniture, clothes, misc.

SIDE RAKE; hay, 100 bales. 485-8889.

GERMAN SHEPHERD PUPPY, 8 wks old, no papers, \$25. 484-2283.

MAPLE TWIN BEDS w-matt., springs, 6 dwr. chest; elec. dryer. 432-2896.

BUILT-IN OVEN & COOK TOP, stnless stl, good cond. 432-0429.

'70 OLDS DELTA 88, convtbl, good cond. 1-488-2484.

DOUBLE CHAIN BALE or GRAIN ELEVATOR, 30" pwr takeoff or mtr., \$350. 489-5834.

SNOWTHROWER, \$400, 5 HP, stl in box. 1-592-7279.

'74 VEGA, good running condition, aft. 4 p.m. 747-3778.

19" SINK, new faucet. 485-8588.

FREE-ARM SEWING MACHINE, \$100; sewing tbl, \$20, JC Penney's best. 638-4719.

24' POOL w-filter, deck, complete, \$1,000; VW parts & tires, reas. 483-3703.

WANTED

USED TRACTOR TIRE, for sandbox. 432-9753.

FREEZER, chest type, good cond. 447-2939.

TO BUY - mobile home & lot, Florida, gulf, Ft. Myers area. 432-2316.

TWIN/TRUNDLE BED w-mattress and dresser. 447-7025.

FOR RENT

HOUSE, 5 bdrms, 2 baths, 2 car garage, room for garden. 432-9874.

APT., 1 bdrm, clean, stv, refrig, Main St., \$145/mo. 745-1973.

LOST

LAVENDER BEADED KEY RING in Lindley lot. 639-3375.

SERVICE

TILLING, gardens, lawns, flower beds, \$9 and up. 422-6997.

HOUSECLEANING, general cleaning. 747-5531.

PLUMBING, service and installation. 749-9178.

BABYSIT, days, near Lutheran Hospital. 745-2764.

CONTINUOUS GUTTERS & alum. siding, free est. 627-2429.

FREE

KITTENS. 625-4601.

BEAGLE, 3 yr. old male, good with kids. 445-8443.

CFA REG. HIMALAYAN CAT, male, 2 yrs. old, declawed, to good home. 627-3904.

275 GALLON TANK w-some oil, on two legs. 424-2807.

KITTENS, 8 wks. old. 422-4995.

FARM KITTENS, all colors. 1-344-1584.

*ADLETS

GE NEWS BLDG. 18-3

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| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Safety Shoe Jamboree to offer special discounts June 15-19

GE employees at all Fort Wayne plant locations will be able to protect their feet and their pocketbooks at the same time next week (June 15-19) during the first-ever Safety Shoe Jamboree.

The Shoemobile will offer discontinued styles of men's and women's safety shoes at special discount prices, says Lois Neloms, manager of employment.

One group of men's safety shoes will be offered at \$24.95, and another group at \$34.95. One group of women's safety shoes will sell for \$14.95, and another for \$19.95. There will also be a 10 percent discount on clothing items.

"We've worked hard to bring this special event to Fort Wayne, and finally it's going to happen," said

Neloms. "Not all sizes will be available, but there should be an adequate selection. I hope it will pay off for individuals who purchase safety shoes."

The Safety Shoe Jamboree will be at the Taylor Street plant Monday and Tuesday, West Broadway on Wednesday, East Broadway on Thursday and Winter Street on Friday.

The next regularly scheduled Shoemobile visit will be in October.

Deadline June 29

All dental and medical insurance claims must be submitted by June 29 for coverage of 1980 expenses.

May prices on S&SP investments listed

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in May. The Long Term Interest Fund price for the last day of the month is also shown as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate		Long Term Fund Price	Income Rate
				1980	1981		
January	\$61.863	\$29.643	\$10.00	10.9%	13.1%	\$9.31	14.1%
February	63.118	28.834	10.00	10.9	13.1	9.07	14.3
March	66.580	29.905	10.00	10.9	13.1	9.19	13.9
April	66.732	30.271	10.00	10.9	13.1	8.87	13.8
May	64.688	29.861	10.00	10.9	13.1	9.07	14.2*

* At May 31, 1981 the Net Current yield of the long term investment portion of the fund was 13.9 percent.



Quarter Century Club officers want to be sure everyone planning to attend the annual Quarter Century Club Outing knows the new date. The Oct. 17 outing will be at the Memorial Coliseum. Reservation forms will be available after summer Shutdown. Seated from left are Dottie Askren, HMO; Ralph Jackson, Decatur; Betty Eisenacher, retired; President Glenn Seabold, retired; and Bob Wildermuth, GPM. Standing are Lloyd Stubbins and Helen Thieme, SMD; Virginia Pflueger, Mary Stolz and Helen Deahl, GPM.

Magic Kingdom Club card offers values to employees

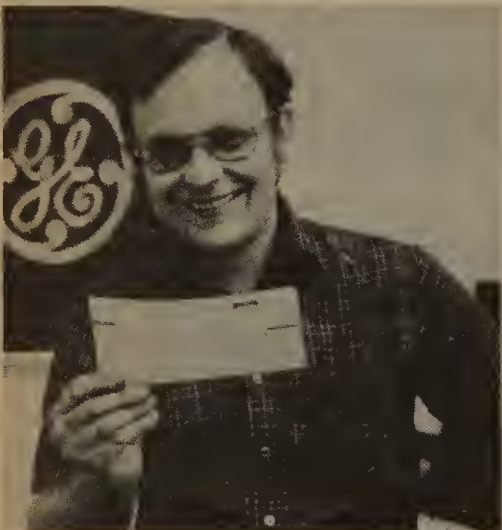
All General Electric employees are eligible for the benefits of membership in Walt Disney's Magic Kingdom Club.

GE people are eligible because of the company's role as the sponsor of the Carousel of Progress at Disney World in Florida.

The specific values of the Magic Kingdom Club include opportunity to purchase special value ticket books at both Disney World and Disneyland parks; exclusive family vacations at both locations; a nationwide 10 percent discount at participating Howard Johnson Motor Lodges; a nationwide 30 percent discount off current time and mileage

rates with National Car Rental (unlimited mileage in Florida); a special admission price to Cypress Gardens near Disney World; plus special travel opportunities.

To obtain a Magic Kingdom Club membership card (good for family members too) send your name, home address, employee pay number, and a self-addressed stamped envelope to Georginne Edmon, GE Carousel of Progress, Walt Disney World, P.O. Box 40, Lake Buena Vista, Fla., 32830. Requests must be received well in advance of any planned use to allow time for processing; and because of restrictions, phone call requests cannot be accepted.



Dave Bradley, AMO, \$170 award



John Hicks, AMO, \$110 award

Suggestions

Continued from Page 1

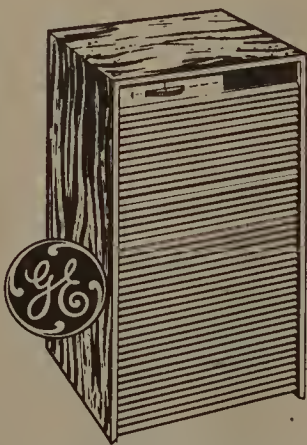
doing things just created too much unnecessary work for me and others I work with.

"It also helps to have a supervisor who is willing to try new ideas if they help the business."

Other AMO employees who recently received suggestion awards

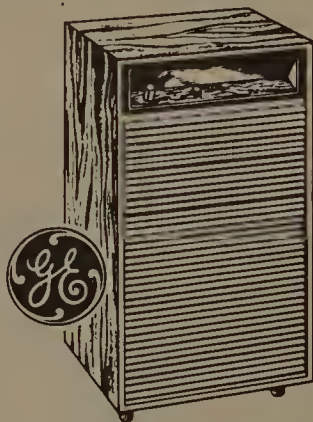
were: Judy Knipstein, \$390 double award for a variety of ideas eliminating unnecessary paperwork; Dave Bradley, \$170 for recommending making winding head adaptors from aluminum rather than steel; and John Hicks, \$110 for a time-saving improvement for punching holes in the control box and panel for crimping fixtures.

Just Arrived at your Employee Store



GENERAL ELECTRIC DH14 DEHUMIDIFIER

- Removes 14 pints moisture per day (AHAM Standard).
- Automatic Humidity Sensor turns unit on/off as needed.
- Hose drain outlet.



GENERAL ELECTRIC DH30 AUTOMATIC PORTABLE DEHUMIDIFIER WITH FLASHING SIGNAL LIGHT

- Removes 30 pints moisture per day
- Automatic Humidity Sensor turns unit on/off as needed
- Flashing signal light indicates full water container
- Automatic overflow shutoff
- 4-way water removal
- 4 swivel wheels

	EMP. PRICE	EMP. REBATE	NET COST
DH14	\$155.95	\$20	\$135.95
DH20	\$177.95	\$22	\$155.95
DH25	\$194.95	\$24	\$170.95
DH30	\$204.95	\$26	\$178.95
DH34	\$219.95	\$28	\$191.95

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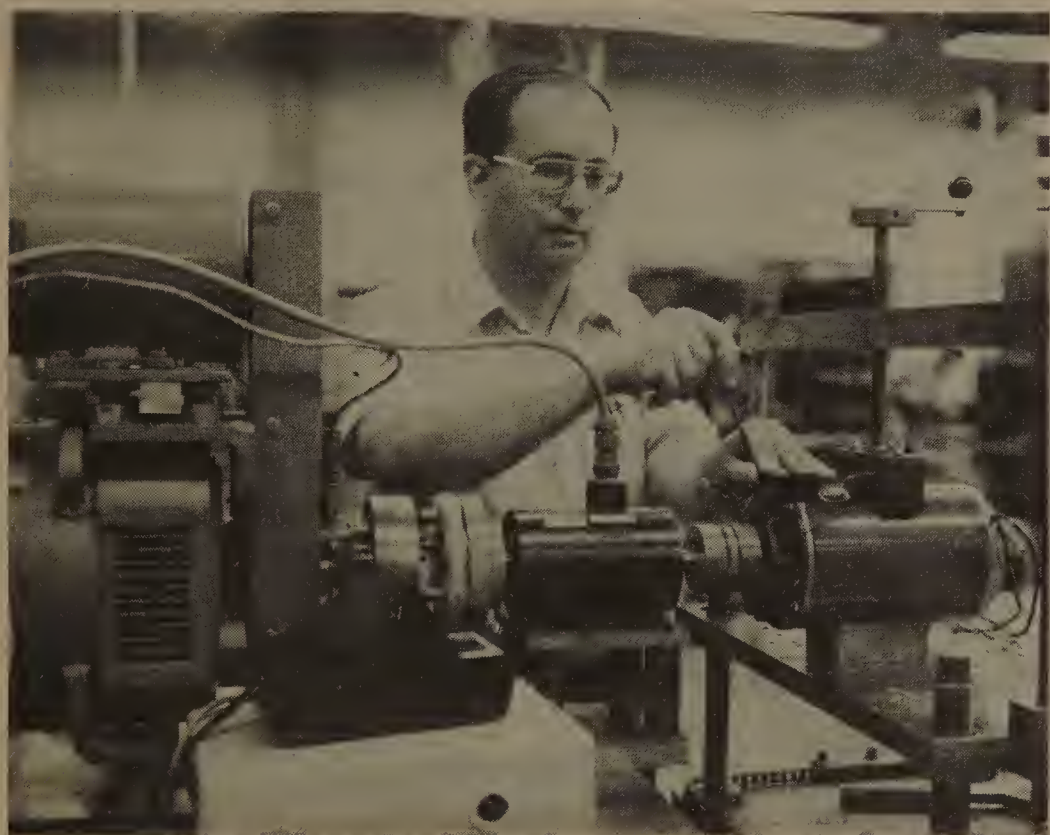
JUNE 19, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 23

Computerized model shop to help win orders

\$500,000 GPM investment puts motors to the test



Paul Dell, developmental tester at GPM's model shop, prepares a motor for testing on one of the new dynamometers. "From what I've heard, this new equipment is the state of the art. To me it's a sign that GE is willing to invest a lot of money to assure its customers of quality motors." He says the new instrumentation provides greater accuracy, which will be even more important as the demand for energy efficient motors increases.

A quick response to customer orders for sample motors often can mean the difference between jobs won or jobs lost at GPM.

To beat competitors to the punch is one big reason General Purpose Motor has invested about \$500,000 in new computerized motor test equipment for its model shop at Taylor Street.

The final pieces of equipment were installed last week, but it will take time for the new mix of people and machines to build up the speed, accuracy and efficiency that is expected.

"We're closer to our goal with the new equipment, but we're not there yet," says leading operator Jerry Clark. "The concept is good, but it's still new. There has never been a system built exactly like this before."

Quick service important

Bill Hoffmeyer, manager of advanced engineering and the motor lab, says, "What's important in the motor test area is quick service. If we get our sample motors to the potential customer before our competitors do, it increases our chances

of getting their business."

The new equipment allows the testers to work on more than one motor test at a time. Using the old machines, each motor had to be tested three separate times at three separate stations.

Better efficiency testing

"Also, with the new emphasis on energy efficiency and quality, more complex and accurate information is needed to evaluate the performance of motors," notes Hoffmeyer.

"The new equipment will provide us with more accurate data on whether our motors meet customer specifications."

We can now respond faster to customer concerns or changes in specifications," he adds.

The new system consists of three sets of equipment. Each set includes a dynamometer to vary the load placed on test motors, a computer to control the dynamometer and record results, and an input/output terminal that puts the information on paper.

"The new system has increased our capacity and will help us achieve

See MODEL SHOP, Page 4.

GE operations spending millions to stay competitive worldwide

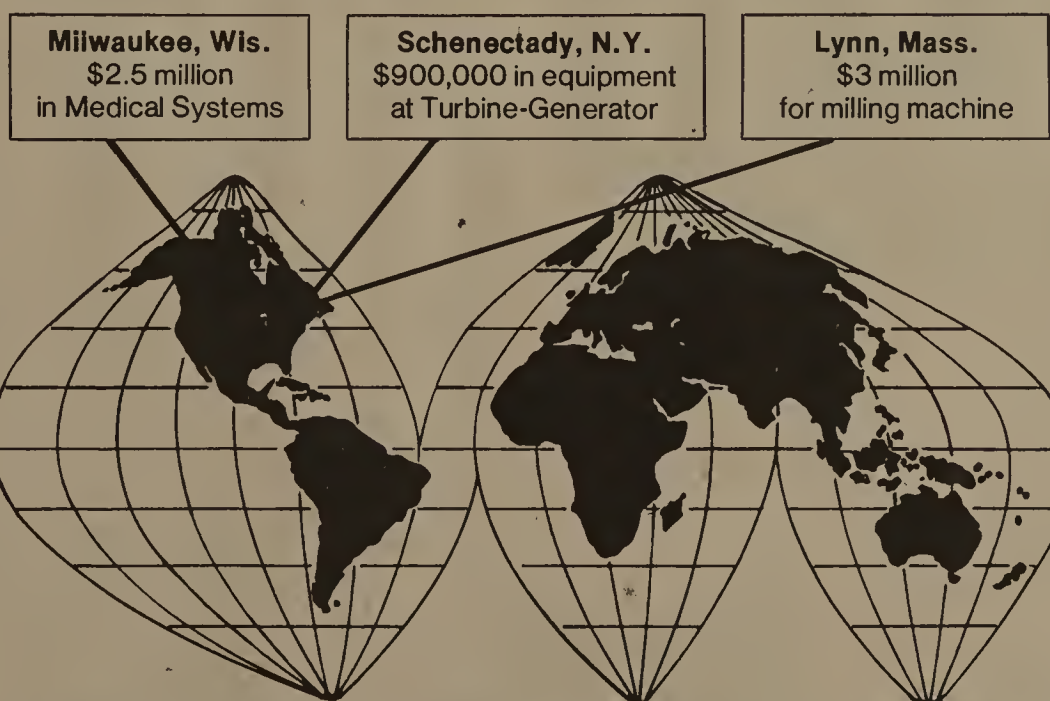
How important is the need to be prepared for today's global competition? One measure is the amount of money GE is investing in new equipment and facilities: almost \$6 billion over the past five years, including nearly \$2 billion in 1980 alone — and more to come. Right here in Fort Wayne, GE operations will be plowing \$30 million into their facilities over the next four to five years.

The \$500,000 investment in computerized test equipment at GPM's model shop (See story above.) is just one example of the investments that have occurred in the past year. Other major local investments are being made right now.

Many examples in Fort Wayne

At GPM Winter Street, for example, the first of four new automated winding systems is in place. The others will follow in the next several months to help keep GPM competitive.

Work is progressing at Specialty Transformer's West Broadway location on new building additions. In an all-out effort to improve efficiency and meet competition, STD is also adding a new paint system, a



The \$30 million being invested in Fort Wayne GE operations over the next five years is just one example of the kind of profit-dollar reinvestments GE is making to stay competitive in the global marketplace. Last year alone, GE spent \$2 billion on new equipment and facilities in its diverse operations throughout the world.

numerically controlled press and more coil winding equipment.

Here's a look at what GE is investing elsewhere:

In Lynn, Mass., a new \$3-million

milling machine has gone into operation. It's one of the biggest investments ever made by Medium Steam Turbine for a single piece of machinery. It's just one of Medium

Steam Turbine's many investments aimed at increasing quality and productivity to beat competition.

In Milwaukee, Wis., the Medical Systems Division, which produces X-ray and other medical equipment, invested more than \$2.5 million in new equipment in its Electric Avenue plant last year to improve productivity and keep up with technology.

Schenectady invests millions

And in Schenectady, just three of many investments by Large Steam Turbine-Generator are these: an expenditure of \$400,000 to upgrade and refurbish a blade mill . . . \$300,000 for a drilling machine to increase penetration rates from four to nine times . . . \$200,000 for seven new cranes to replace those in service since 1946.

Also in Schenectady, Large Motor and Generator has a new machining center, the result of an investment of more than \$1.5 million profit dollars to improve productivity.

All of these are just a few of the huge number of investments in new equipment and facilities needed to improve GE's ability to respond to

See INVESTING, Page 4.

GE will pay up to \$800 per year

Tuition refunds to help working mother attend college

Tuition at Indiana-Purdue University in Fort Wayne will jump from \$28.25 per credit hour now to \$32.45 in the fall, but that doesn't faze Karen Prosser.

A working mother with two children, Karen plans on using the tuition refunds offered through the Individual Development Program to get a college education.

Karen was just recently promoted to sales assistant at Components Sales Department from a steno-typist at GPM.

"I heard tuition for courses is going up . . . I probably wouldn't be going if GE wasn't paying the bill."

"I really like my new job, so I'll probably study marketing," she said as she prepared for taking her first college course next week.

"Since GE will reimburse me for courses I make a C or better

in, I decided to try it."

Karen said, "I want the degree because I think it will open up a lot of doors and opportunities that aren't available to me now."

"I heard tuition for courses is going up this fall, and it is expensive. I probably wouldn't be going if GE wasn't paying the bill."

If Karen takes the minimum 123 credit hours required to achieve her degree and tuition does not increase, it would cost her \$3,991. But as long as she achieves a C or better in each course and the courses relate to her job, GE will pick up the tab for her part-time studies.

IDP tuition refunds for hourly, nonexempts

- The GE Individual Development Program provides up to \$800 in tuition refunds per calendar year to yearly and nonexempt salaried employees.

- The program is intended to help employees take advantage of educational opportunities to improve job skills and qualifications



Karen Prosser, CSD Taylor Street, starts college next week.

for advancements.

- The refunds of tuition and other compulsory fees such as registration and lab fees are made after satisfactory completion of approved courses.

- Participation requires advance written approval of individual courses — before enrollment.

- Employees on layoff are eligi-

ble for the same tuition refund benefits provided they have six months service credits prior to layoff and have recall rights on the day the approved courses are scheduled to begin.

- For more information, refer to your Employee Benefit Plan booklets or contact your employment office.

Bob Gick uses \$700 from IDP during layoff to earn degree

Last fall Bob Gick, a lathe operator at GPM Winter Street, decided to take advantage of a bad situation and it paid off.

Placed on lack of work, Bob gambled that it would be at least one semester before he was called back. He enrolled in 20 credit hours of classes at Indiana-Purdue University. The layoff lasted long enough for him to complete his classes, and GE paid his tuition.

"It was the roughest semester in school I've ever had," said Bob.

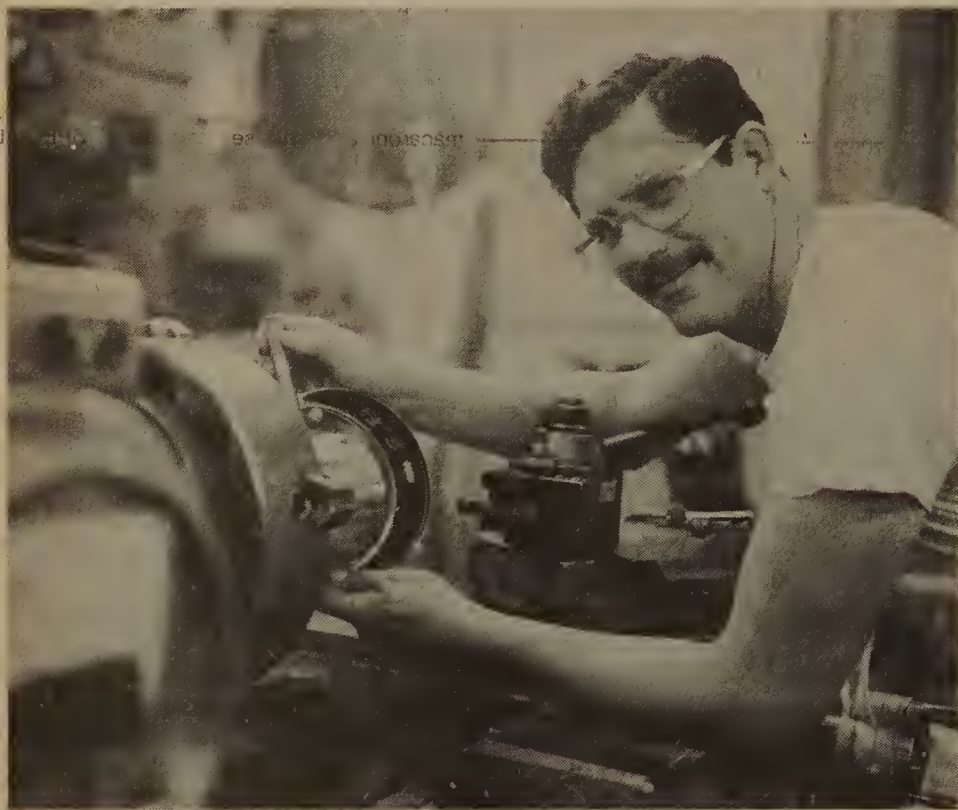
"I had to pay about \$180 for books, but GE paid a little better than \$700 for that semester's tuition."

This spring, Bob reached his goal of obtaining an associate degree in Applied Science for Mechanical Engineering Technology, a goal he had been working toward off and on since 1969. Some of his GE Apprentice School credits applied toward his degree, but it was his persistent part-time classwork after work that eventually led to his degree.

Seeks engineering degree

Now he plans to invest his time in the credits needed to obtain a bachelor's degree in engineering.

"If you really want to get someplace, you've got to have that piece of paper (the diploma). Once you get it, it's something no one can take away from you," he said.



Bob Gick, GPM Winter Street, is working on his second college degree, and IDP is paying the tuition.

HELP! is here

Keep it in your car or trunk for emergencies.



Full power, 40 Channel 2-way Citizens Band Radio System comes complete with magnetic antenna, cigarette lighter adapter, Transceiver unit and rugged case. Easy to install and operate for emergencies or road information.

\$68.99

Less Employee Rebate

15.00

Net cost **\$53.99**



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GE brings good things to life.



GE AUTOMATIC DRIP COFFEEMAKER

DCM 15 E

- Wake up to fresh-brewed coffee. Automatically starts brewing at the time you select. 2-10 cups.
- Lets you make coffee in your sleep.



\$26⁹⁹

CLASS 'E' SPECIALS

Women's T-shirts
Special **\$2⁹⁹**

AT YOUR EMPLOYEE STORE

1030 Swinney
Open 10-5:30 Weekdays
Closed June 29-30

Golf Corner

By Roy Brokaw

Kruetzman shoots best round this season

Highlights Around the Leagues: Al Kruetzman birdied holes 16 and 18 at Brookwood to finish with a two-under par 34! Al is the first golfer this season to shoot two-under-par.

Not far behind was Don Stauffer with a one-over par 36 on the tough back-nine at Foster Park.

Baeske gets eagle

Dale Baeske holed out his second shot, a 60 yard pitch and run shot with a number nine iron on the par four, 310 yard, 2nd hole at Brookwood for an eagle 2! This is the first eagle recorded in league play this season.

Men's Golf League Low Scores: Al Kruetzman 34, Don Stauffer 36,

Gary Sykes 38, Bill Sutton 38, Dick Parlow 39, John Baughan 39.

Birdies: Al Kruetzman (2), Don Stauffer (2), Dale Baeske, Lyle Johns, Gary Pickett.

Sandbagger of the Week: Don Stauffer 36, (11.2 strokes under his average).

Putter of the Week: Ron Fisher, 13 putts, including five one-putt greens.

Did You Know: That the fewest putts ever recorded in a round of golf was 15! Richard Stanwood, a pro, played the 6220 yard par 71 Riverside G.C., Pocatello, Idaho in 1976 with 8 putts on the front nine, 7 putts on the back nine and chipped in 5 times for a 34-31-65!

Voluntary withholding available on Sickness and Accident benefits

GE Weekly Sickness and Accident income benefits — like all sick pay benefits — generally have been taxable income under the U.S. Internal Revenue Code.

Beginning May 1, the revised Internal Revenue Code allows those receiving disability benefits — like GE Weekly Sickness and Accident income — to request tax withholding from their disability benefits. Another provision will require employers to report such benefits to employees each January.

"To arrange for withholding," says Doyt Schaadt, manager of per-

sonnel accounting, "you should request a Form W-4P when you apply for Weekly Sickness and Accident benefits. Then the withheld amounts and the WS&A benefits paid will be reported to you on a W-2 Form next January."

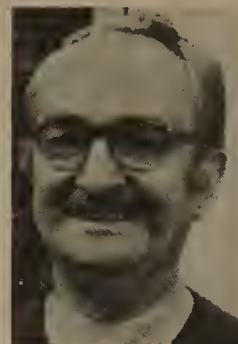
Whole dollars withheld

Withholding amounts from WS&A benefits must be in whole dollars and will be prorated when absences include fractions of a week. If you authorize voluntary withholding, the authorization stands until you amend or cancel it by filing a new Form W-4P.

40 years of service . . .



Phil Roberson
AMO, Bldg. 19-3



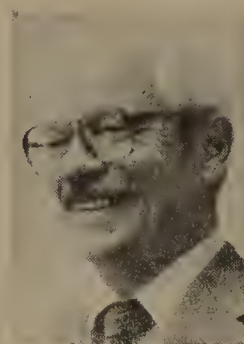
R. Wayne Bastlan
Area Services



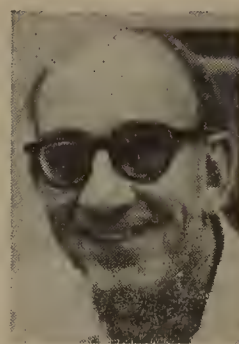
Robert Rose
GPM Taylor St.



Art Seldel
Guard, E&CRO



Max Greeno
MTO, Broadway



Warren Harding
Wire Mill, MTO



Raymond Heck
GPM, Taylor St.

Menu

Monday, June 22 — minestrone soup; chip beef and macaroni; pork steak. SPECIALS: pork steak, potatoes, vegetables; sloppy joe and fries; tuna salad and soup.

Tuesday, June 23 — chicken rice soup; beef and noodles; veal birds. SPECIALS: veal bird, potatoes, jello; jumbo frank and chili; chicken salad and soup.

Wednesday, June 24 — navy bean soup; porcupine meatballs; knockwurst and sauerkraut. SPECIALS: porcupine meatballs, potatoes, salad chuckwagon and fries; ham salad and soup; Mexican fiesta.

Thursday, June 25 — beef noodle soup; chicken stew; Swiss steak. SPECIALS: Swiss steak, potatoes, vegetable; bratwurst and fries; tuna salad and soup.

Friday, June 26 — chicken gumbo soup; macaroni and cheese; ham patty. SPECIALS: ham patty, macaroni salad, vegetable; batter dipped fish, macaroni and cheese; egg salad and soup.

In memory

B. Franceos Gerardot, 408 High St., died June 3. She was a finisher at Winter Street before retiring in 1967.

ADLETS

FOR SALE

AIR CONDITIONERS, 6,700 & 10,000 BTU, \$60 each. 426-4485.
DINETTE TABLE & CHAIRS, 7 pc., Duncan Phyfe; antique milk can, before 2 p.m. 422-4819.
'75 TR-7, 27,000 miles, no rust, \$3,200. 745-5191.
STEREO CONSOLE, Mediterranean, \$95. 432-6370.
'68 FORD, needs battery, \$125. 432-7453.
'72 PINTO HATCHBACK; go-kart; mini bike; riding mower; bicycle. 693-2940.
'78 BUICK REGAL, ex. cond. 627-2388.
'79 HONDA 750F, 2,900 miles, like new, \$1,995. 747-7679.
'79 HARLEY DAVIDSON CLASSIC, 3,500 miles, \$4,995 or offer, aft. 5 p.m. 485-9490.
80" SOFA, gld, grn, wht; chairs, 3, gld, grn, wht, velvet, ex. cond., \$600. 747-3946.
14" MAG WHEELS & TIRES, G70, 6 lugs. 637-3531.
ELECTRIC STOVE, 40", wht, self-cln ovn, good cond., 5 yrs. old. 672-2028.
SOFA, 88", gold, ex. cond., \$125. 749-0862.
ENCYCLOPEDIA BRITANNICA & 10 yr. books, ex. cond., \$50. 485-8291.
VEGA RIMS, hubcaps, chrn whl covers, 489-3710.
AM-FM FORD RADIO for Granada or Monarch, new, \$75. 424-2956.
'75 SUPERGLIDE FX X-CHROME, \$4,000. 424-3610.
TRAILER, Rolls International, 27', like new, twin beds, loaded, \$6,500. 484-5484.
'78 KAWASAKI KV 75, ex. cond., \$350. 493-2877.
'72 FORD GRAN TORINO, 4 dr., V8, good cond., reas. 672-2438.
'74 TRAVEL TRAILER, Kountry Aire Fifth Wheel,

clean. 1-267-6304.
HALF TON HOIST, Budget Yale; 2 GR78-15 tires. 426-7973.
'76 CARRIAGE TRAVEL TRAILER, 31', lots of extras. 456-8312.
GIRLS' BIKES, 2, Huffy, 20", \$40/\$30. 484-6282.
DESK, 37"x26"x30", 4 dwr, natural finish, \$20. 745-7145.
BED, matt., springs, frame, hdboard, full sz. 483-3373.
DECORATIVE ROD, walnut 54"-96"; draperies, open weave, lined, 92"x82". 432-3644.
'73 NOMAD TRAILER, 16', gas ref., slps 6, good cond. 639-3616.
LAWN EDGER, B&D, good, \$7.50; 75' hose, 5/8", ex. cond. 485-9244.
'78 HONDA 550K with acces., 3,000 miles, ex. cond., \$2,000. 1-638-4525.
'68 STARCRAFT POP-UP, slps 6, \$350. 1-897-3485.
'79 CHEVY 4X4, 1/2 ton, blue, auto. 485-7251.
GIRLS' BIKES, 2, 26", \$20 each. 745-5842.
'72 HONDA, eng. overhauled, good cond; street bike. 749-0222.
GE TV, 23", nice for lake. 745-4364.
SLIM WHITMAN ALBUM, \$4; Dallas Allen 8 trks, 50* each. 743-1549.
40' TILT TOWER, CD 44 rotor, PDL2 CB antenna, \$100. 447-7025.
'74 DODGE VAN, V8, reg. gas, carpet, ex. cond., \$2,195. 485-1437.
20' CHEST FREEZER; 2 air conditioners, 110V & 220V, all work. 489-9168.
ALTO SAX, ex. cond., \$350. 485-2423.
36" GAS STOVE, \$50; 5' office desk, metal, \$30; baby items. 426-0811.
LEAF WORMS, \$2/100. 424-8351.
SOFA, ex. cond., \$135; dining room suite & 6 chrs, walnut, \$250. 482-1604.
FISHING TACKLE GARAGE SALE, June 19 & 20, Bass Pro's Estate, 6816 Mohican.
SINGER 416 ZIG-ZAG SEWING MACHINE, aft. 5 p.m. 422-5671.
FOLD-DOWN CAMPER, ex. cond., furn., ice box, sink, stove, awning. 627-2674.

'72 PLYMOUTH STATION WGN, as is, \$350. 456-5704.
24" GLASS SHOWER DOOR, \$30, aft. 5 p.m. 432-4611.

WANTED

HOME FOR TIGER CAT, male, 1 yr. old, neut., shots, ex. disp., days. 482-4557.
TO TRADE, 6 books M&M stamps for S&H grn stamps. 456-8506.
KITCHEN CABINETS FOR GARAGE; 3 spd girl's bike. 485-2520.
BED RAIL. 747-6709.
MODERN LAKE COTTAGE with ski boat for wk. 31. 485-6582.
LIONEL & American Flyer trains, any cond. 1-724-8011.

1.7 CU FT. REFRIGERATOR, used, for college dorm. 447-1127.
DEHUMIDIFIER, good cond., aft. 5:30 p.m. 440-0653.
QUEEN SIZE BOX SPRINGS, clean. 456-1795.

SERVICE

CARPET INSTALLATION, reas., insured. 485-8998.
SPRAYED TEXTURED CEILINGS, glitter or colors. 456-3848.
PHOTOGRAPHY, copy work, custom framing. 432-9753.
GARDEN TILLING, lawn & flower beds, \$9 and up. 422-6997.
BABYSITTING, days, near Lutheran Hospital. 745-2764.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale* ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent* ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

GE employees to educate teachers about jobs, skills

Fort Wayne GE employees may be teaching their former teachers during the Educators in Industry program sponsored by the GE Foundation June 29 to July 10.

"Teachers in last year's program asked for more contact with hourly and nonexempt GE employees," says Ed Stratton, program coordinator for GE. "We've set up the program to allow the 30 teachers to shadow over 120 employees in their jobs."

Teachers who will participate in the program will earn credits toward master's degrees for their intensive two-week course. They are required to complete a project that shows how they will use what they've learned to teach and provide career counseling. Most of the teachers are from the Fort Wayne Community School System.

The course is offered at 13 GE locations in the U.S. Since it is sponsored by the GE Foundation, teachers are not charged for the course.

"The idea is to allow teachers to learn first-hand about the variety of skills training and education required in large manufacturing operations," says Stratton.

Teachers will focus on hourly types of jobs for two days. This will include a panel discussion with hourly employees and shadowing of people working in a wide range of hourly jobs.

Teachers will spend separate days with non-technical exempt employees, technical exempts such as engineers, and nonexempt employees.

World competition is topic

There will also be discussions of major issues facing U.S. industry. Teachers will be shown the film "If Japan Can, Why Can't We?" and will talk to a panel of professionals about career education and the issues affecting employment in the Midwest.

Members of the coordinating committee at GE include: Dottie Askren, HMO; Pat Harris, CSD; Phil Herrick, MTO; Ellen Durnell, GPM; John Pcolinski, STD; Marla Hall and Pat Mannion, SMD; and Andy Gump, Group Finance.

Dr. Robert Barkhaus, director of career development at IU-PU, and Dr. William Martin, Fort Wayne Community Schools, are advisers for the program.



Lead operator Terry Clark looks at test results printed out by the new computerized test equipment at the GPM model shop. The computer is connected to the dynamometer shown on Page 1. Three such systems are helping to produce more accurate data on GPM motors to meet customer needs better and faster.

Model Shop

Continued from Page 1.

productivity improvements by removing a lot of manual labor from the testing process," notes Max Geiselman, manager of the model shop. "We can get more models out faster to customers to try to increase the orders for our motors."

Since GPM has the most varied line of motors in the Fort Wayne GE operation, its motors get tested for a wide array of applications.

"Sometimes we need to duplicate the actual conditions our motors are

used in," says Clark.

"We've brought in ice machines, paper shredders, meat slicers and clothes dryers just so we can tailor our motors to our customers' needs."

Clark explained that competitors' motors also are tested in the model shop to see if GPM can do better.

"We get a lot of business that way," says Clark.

GPM is counting on its most recent investment to help win even more business.

Investing

Continued from Page 1.

customer needs and to give employees the tools with which to meet worldwide competition.

To add a few more examples:

- In Utica's Aerospace Electronic Systems Dept. . . . a faster, more accurate new punch press costing more than \$200,000 is replacing a 16-year-old machine.

- In Hendersonville, Tenn. . . . an investment of nearly \$300,000 is going into production equipment for the people who build GE small AC motors.

- And in Albuquerque's Aircraft Engine plant . . . one piece of equipment among many new machine tools is costing \$500,000 — and new equipment coming soon may represent an investment of almost \$1 million.

It takes plenty of profit dollars to keep GE competitive in today's global competition. In Albuquerque, the manager describing the plant's

new investments puts it this way: "The technology of the eighties will determine the winners and the losers . . . I know that the commitment of this company to make a sound investment in that technology will pay off . . ."

1980 medical, dental claims due

Just 7 working days left until insurance deadline

There are only seven working days left to meet the June 29 deadline for all medical and dental claims for covered expenses incurred in 1980.

"The June 29 deadline gives everyone ample time to file claims for their 1980 expenses covered under the GE Insurance Plan's comprehensive medical and Sickness and Accident features and the Dental Assistance Plan," says Homer Jennings, manager of insurance claims disbursements.

"Our medical and dental expense coverages are among the best in industry. That's all the more reason to make sure of receiving available insurance benefits by filing claims before the deadline."

Don't forget 'carryover'

Jennings also noted that employees who incurred Type B medical expenses in the fourth quarter of 1980, may be able to "carry them over" to meet 1981 deductible requirements.

The most common Type B expenses are services of physicians, psychologist or other specialists, prescribed drugs and medicines, and outpatient laboratory fees.

Jennings explained the "carry-

**JUNE
29
MONDAY**

over" feature of the plan, which covers all full-time employees, this way:

"If you incurred Type B expenses in the last three months of 1980 which are applied to meet that year's deductible, they can be used to satisfy all or part of your 1981 deductible. This applies to covered expenses for employees or their dependents," said Jennings.

"To take advantage of this feature, however, employees should submit their claims for 1980 expenses by the June 29 deadline."

Claim forms can be obtained at employee relations offices or from personnel accounting in Building 18-1.

General Electric News

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General Electric News

The idea of quality circles was invented in the U.S. but made famous by the Japanese.

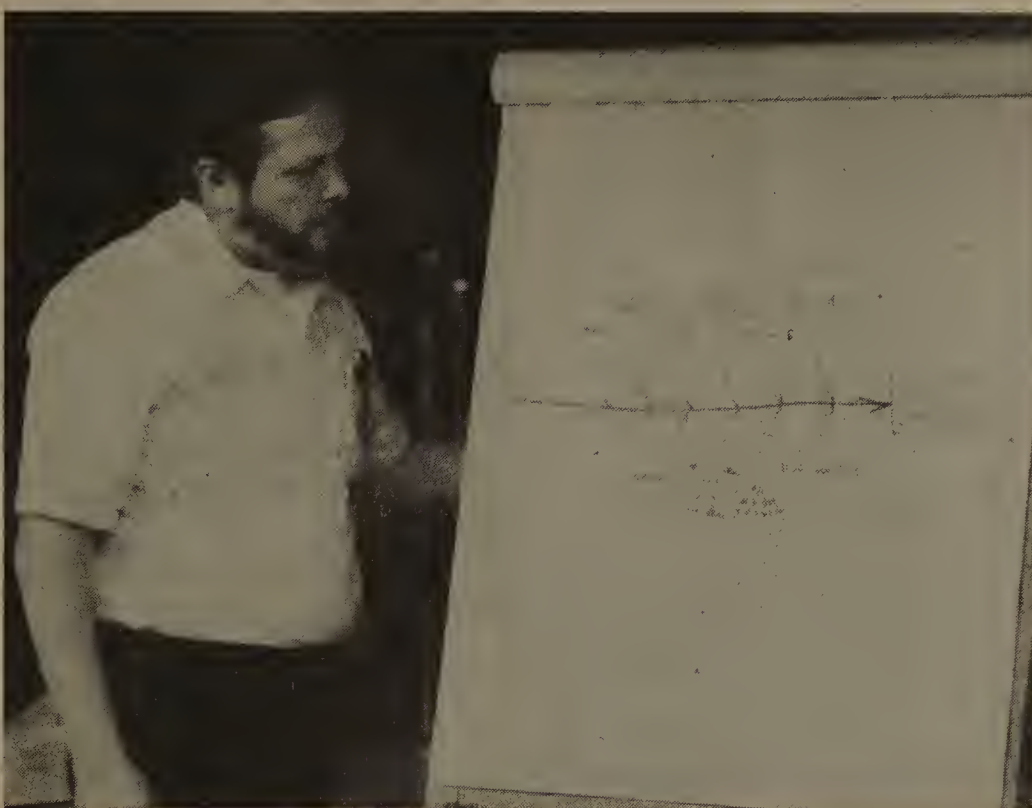
At General Purpose Motor's Winter Street plant, where quality circles have been operating since September, the consensus is that the circles are making solid contributions to the business and to the quality of work life at the plant.

"What quality circles have done here is get a lot of people thinking about complex problems we have in the shop," notes Joe Miller, manager of quality control. He does not see quality circles making revolutionary changes or performing any miracles. "We're more interested in where we can be five or 10 years from now."

Circles still growing

Since September the number of voluntary circles has grown from five to eight, and participants have made presentations to other GE locations and other companies who are interested in starting circles.

Each circle, explains Willie French, union relations specialist, consists of six to 12 employees who meet voluntarily once a week to



Bob McCreary leads discussion of a ventilation problem that members of the "Polish Raiders" quality circle are trying to solve at Winter Street GPM. The "fish-bone chart" is used to help identify all possible causes. The circles are helping to improve working conditions and helping to make Winter Street GPM more competitive through quality and productivity improvements.

identify and solve work-related problems.

Each group has a leader and a non-voting facilitator, who helps gather technical information and makes contacts outside the circle.

Quality circles begin by using a technique called "brainstorming" to generate a list of problems in their work area. The circle members then vote on which problem to tackle first, and majority rules. The group then identifies potential causes of the problem using a special chart. They can invite anyone they want to provide technical expertise, such as a chemist or a vendor.

If the circle comes up with a solution that requires major resources, they make a formal presentation to management complete with cost analysis and charts. In other cases the circle may implement the change itself.

What makes the circles work, says French, are the ideas of people who work on the shop floor, the support of management and the quality circle code of conduct, which encourages freedom of expression.

See CIRCLES, Page 3.

What circle members say:

Here's what participants have to say about quality circles at Winter Street (counterclockwise from left):

"There are a lot of little problems that nobody ever does anything about. We've found that sometimes the savings from solving little problems can snowball."

— Mike Kelker

"You find out that other people have some of the same problems you do."

— Jan Medaugh

"We're out to become more effi-

cient. Every motor we sell pays our wages."

— Larry Johnson

"Top management has shown support for quality circles, but there is still some resistance from certain managers."

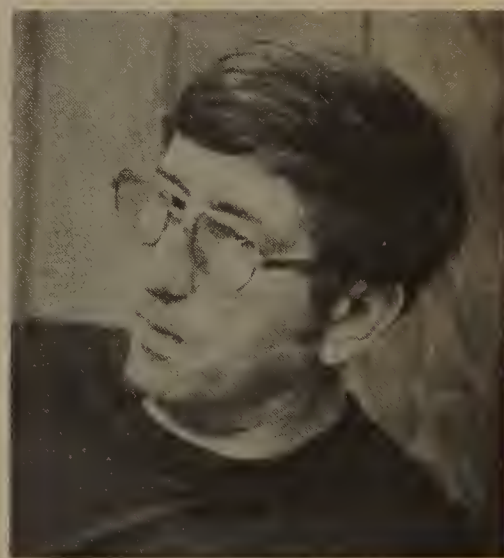
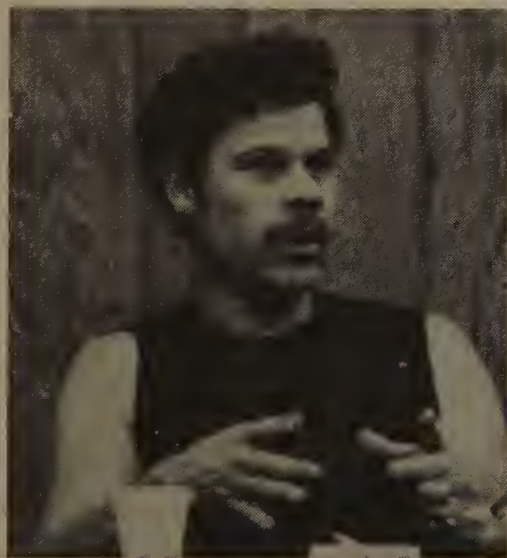
— Ron Mee

"Often when we solve one problem, we find it helps others in another area do their jobs, too."

— Betty Shidler

"Quality circles make you feel like you have a voice in what goes on."

— Larry Roop



2,700 employees in Fort Wayne covered

Personal Accident Insurance increases financial security

If an accident caused you to lose your eyesight, a hand or a foot, would you be able to continue to support your family? Would the bills be paid?

The accidental dismemberment portion of the **Personal Accident Insurance Plan** is a valuable GE employee benefit that is often overlooked, says **Chauncey Miller**, manager of benefits.

In addition to providing benefits in the event of accidental death, PAI also pays if a covered employee or a covered dependent loses sight or a limb as a result of bodily injury, such as a traffic accident, on or off the job.

Price unchanged in '81

The price of such coverage has not changed in the last year, as the estimated 2,700 participants in Fort Wayne found out this week when the first deductions were made for another year of coverage.

The plan provides extra financial security for employees who enroll and for their families in addition to their GE Life Insurance and Accidental Death and Disability Insurance.

Employees who enroll themselves in the plan may also enroll their eligible dependents for coverage. This feature was added in 1980.

The annual rates for coverage are \$4 for each \$10,000 of insurance for an employee and \$5 for each \$10,000 of insurance for a spouse. For each \$10,000 of coverage you carry on your spouse, \$2,000 of coverage will be provided for each eligible child at no extra cost.

Employees may increase the amount of coverage on themselves at any time up to five times their annual pay in \$10,000 increments. PAI coverage on a spouse may go as high as \$50,000 as long as the amount is not higher than coverage the employee carries on him or herself.

Dismemberments covered

Dismemberment benefits of the plan are payable if the person covered loses sight or limb as a result of bodily injury and within 180 days after an accident.

If the individual loses one hand, one foot or sight of one eye, he or she will receive 50 percent of the total coverage. For loss of any two or more of the above, the plan pays 100 percent of the coverage, just as it would for accidental death.

Personal Accident Insurance is part of the GE benefit package, which is designed to provide a full range of insurance benefits through company and employee



PAI provides insurance for accidental death and dismemberment for employees who choose to buy it. The cost of coverage has not risen in the past year, as participants will discover this week when payroll deductions begin.

paid coverage. Other benefit plans that work with PAI in the event of accidental death, for example, include:

- **Company-paid GE Life Insurance** pays death benefits equal to two times your annual salary until you reach age 65.

- **Accidental Death Insurance** will pay one times your annual salary with a minimum payment of \$10,000.

- Employees may elect additional life insurance as one of their investment choices under the **Savings and Security Program**.

- **Dependent Life Insurance** paid by the employee offers additional coverage for dependents.

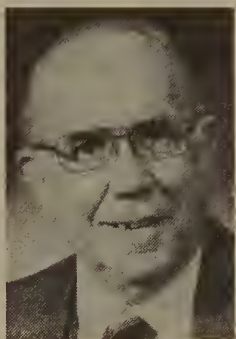
The dismemberment portion of the Personal Accident Insurance Plan supplements coverage available under the following plans:

- **Accidental Dismemberment Insurance**, paid by the company, will pay up to \$20,000 based on your annual pay, for loss of sight or limb resulting from an accident.

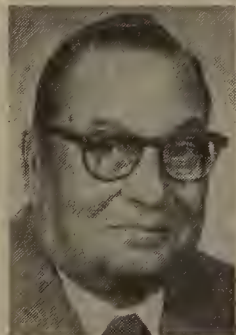
- **Comprehensive Medical and Long Term Disability Insurance** plans also could provide benefits in case of loss of sight or limb.

Gebert with 45 years of service heads list of retirees

Richard E. Gebert retires with 45 years of service. He started as a part-time messenger in Building 18. His final assignment was manager of quality control at SMD, East Broadway. "I look forward to a blending of travel, relaxation and work, which ought to make retirement a very enjoyable period."



Donald H. Witte retires with 39 years of service. He began in connect and pre-assemble at STD. His final job was in the treat, varnish and mix operation at GPM, Winter Street. "My 39 years at GE have been most enjoyable because of my co-workers. The GE benefits are much appreciated by my family and me."



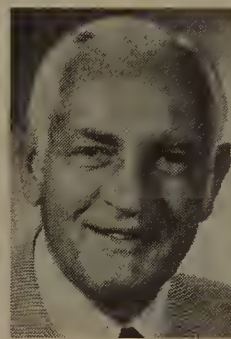
Lloyd Stubbins retires with 40 years of service. He began his GE career as a student in training in disbursements accounting. His final assignment was manager of foreign subsidiary accounting at SMD, Building 4-6. "One of GE's greatest strengths is its people, and I'll truly regret leaving the many fine persons with whom I have been associated."



Pauline L. Selking retires with 19 years of service. She started in hand wedge fields at GPM. Her final assignment was stockkeeper second class at GPM Taylor Street. "GE is the greatest place to work, and the Employee Assistance Program is the greatest."



Kenneth H. Bainbridge retires with 39 years of service. He started on the hand screw and arbor press at Specialty and FHP Motor. His final assignment was in shell fabrication at GPM, Taylor Street. "I think our benefits are excellent, and the pay has been good. I plan to travel, fish, play some golf and relax, the Lord willing."



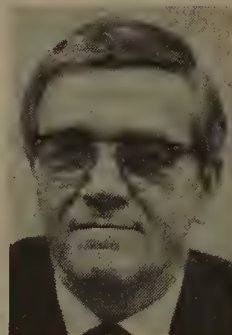
Harold H. Baker retires with 40 years of service. He began in fluorescent assembly at STD. His final assignment was Bore-matic operator at SMD, Taylor Street. "For now it's just the necessities around the house, a little golf and bowling. Then when my wife returns, we plan to travel."



Lela M. Armstrong retires with 21 years of service. She started as a coil placer at SFM. Her final job was lead maker at GPM Taylor Street. "I'm looking forward to enjoying the GE benefit package."



Chester Burgette retired with 40 years of service in September. He was a planner for ACSO in Building 19-4. Burgette began his GE career in 1940 with GE Apprentice School training.



Other retirees include: **Naomi R. Ladwig**, sweeper, GPM; **Murray J. Sherman**, factory process, STD; **George L. Knight**, supervisor in sales accounting, GPM.

Also, **Robert A. Martin**, dispatcher, GPM; **Louis R. Miller**, production specialist, STD; **Hedwig M. Harrison**, welder, HMO; **Ermal C. Fry**, load, sort and distribute, GPM; **Lyle Johns**, winder, STD; **Gaylord Sparks**, SMD, Taylor Street.

Because of the July 3 holiday, the next GE News will come out July 2.

Circles

Continued from Page 1.

"No idea is too dumb to consider," says Larry Roop, a member of the rotor die cast circle. Sometimes an idea that seems silly at first turns out to be the best solution."

"The purpose of the circles is to solve problems. To do that, the circles need the freedom to gather information," says Miller.

"We've never been refused anything so far," notes Roop.

The die cast circle even has called in representatives of the foundry that makes its castings to work on ways to reduce scrap and improve the quality of motor end shields.

"When you tell a person it costs \$15 every time he scraps an end shield, you're telling him something he can understand," says Ron Mee, a member of that circle. The group is planning to tour the foundry to better understand the process and to get new ideas.

Many accomplishments

Here are just two examples of what quality circles have accomplished so far:

- The stator assembly group convinced management to use a color code for identifying motor shells. The new system saves time for press and pin operators, subassembly, and line loaders.

- The maintenance circle came up with a plan for rearranging its work area, then took it to people on the floor for their opinions. "We got a lot of good ideas," says Mike Kelker. "Since everyone is already aware of the changes and had input, we feel they'll try a little harder to make it work."

Union leaders support circles

So far the circles have impressed union leaders as well as managers.

"I think the union is behind the circles pretty good," says Larry Johnson. "We gave a presentation to the negotiating board and they were well impressed with it. Our griever is really into it and would like to see circles started in other plants."

Quality circles meetings take place on company time, so "it costs the company money for us to be here," notes Roop, but according to Miller "the circles are paying for themselves so far."

Participants see circles improving morale and helping make their jobs more secure through cost reductions and improved quality.

"Conceivably," says Miller, quality circles could last as long as we have problems to solve."

Pay increases begin Monday for many

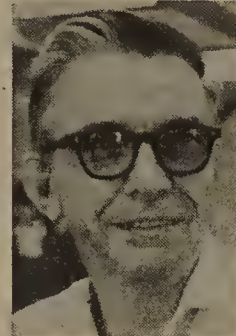
All hourly rates at this plant will go up 39 cents next Monday, while nonexempt-salaried weekly rates will advance \$15.60. This is the combined general and cost-of-living increase announced in late May.

Tom Callant, manager of compensation, said these increases will first be noticed in the paychecks passed out on Thursday, July 2 for nonexempt-salaried em-

ployees and Wednesday, July 15, for hourly employees.

These higher pay rates are the latest in a series of job-package improvements announced in 1979 when the company and the union reached agreement on a three-year contract. Counting the coming raise, improvements in pay rates have added about \$4,000 to the annual earnings of most hourly and nonexempt-salaried employees in the past two years.

40 years of service



Ardell Hambrock
HMO, Bldg. 17



Armilla Conrad
STD, Bldg. 26-2



Jim Smith
SMD, Taylor St.

Golf Corner By Roy Brokaw

Men's Golf League Low Scores: Eben Cobb 36, 39, Al Kruetzman 37, Jim Walley 37, Roy Brokaw 38, Dick MacLeod 39.

Birdies: Al Kruetzman (2), Chuck Beatty (2), Dean Rodenbeck (2), Jack Starwalt (2), Mel Guillaume (2), Bill Pappert, Jack Cahill, Roy Brokaw, Tom Rehner, Eben Cobb, Doug Lehman, Gary Sykes, Jim Walley, Pete Gorrell, John Stiver,

Bob McCreary, Vern Budreau, Lee Guillaume, Glenn Cole, John Hunnicutt, Jim Closson, Bill Poole, Ev Hardy.

Sandbagger of the Week: Dick Mills 42, (8.7 strokes under his average).

Putter of the Week: Mike Fuller and Bud Snyder. Both players had 12 putts.

Menu

Monday, June 29 — navy bean soup; spaghetti with meat sauce; baked ham. **SPECIALS:** baked ham, 6 oz. spaghetti with sauce; pizza burger, fries; chicken salad and soup.

Tuesday, June 30 — chicken rice soup; ham and great northern beans and corn bread; meatloaf. **SPECIALS:** meatloaf, potatoes, vegetable; bbq, fries; ham salad and soup.

Wednesday, July 1 — minestrone soup; corned beef with cabbage; roast beef. **SPECIALS:** Mexican fiesta; roast beef, potatoes, salad; smokey snack, fries; tuna salad and soup.

Thursday, July 2 — beef noodle soup; chicken and noodles; liver and onions. **SPECIALS:** liver, potatoes, vegetables; sloppy jo, fries; chicken salad and soup.

ADLETS

FOR SALE

MOVING - MUST SELL, new gas dryer; antique sewing machine; CB radio; AM/FM cassette & spkr; infant car seat; bike carrier. 486-3103.

SERVICE MANUALS for '71 Ford pass. cars, complete, \$10. 432-3274.

10 SPEED, Schwinn Varsity, girl's, green, \$110. 745-9465.

BICYCLE EXERCISER. 426-7973.

'77 KZ 1000 LTD, stored last 3 yrs., 4,900 miles, \$2,800 or offer. 483-2767.

TIRES, 2, F78x15, stl bltd radials, \$35/pr. 447-7025.

DRIVE WAY PATCH, tar & stone pre-mixed, 66 lb. bags, half price. 424-2807.

12" BAND SAW, jointer, plus acces. & disc sander, Sears. 1-724-8011.

PICK-UP CAMPER, 8 1/2', slps 4, \$500 or offer. 657-5672.

'79 HONDA, 700 miles, ex. cond., blk, \$1,800. 749-4793.

HONDA 305 ENGINE PARTS, \$10; refrig., old but runs, \$40; misc. car parts. 447-5910.

CHAIN SAW, w-extra chain, Homelite - 14", used one season. 432-2168.

MAN'S LEATHER COAT, sz. 36, exc. cond., \$160 new, \$60. 456-4842.

PORCH GLIDER with cushions, \$20. 456-2417.

'80 CHEVETTE, ex. cond., 11,000 miles, \$4,200. 482-4651.

ELECTRIC RANGE w-hood, cptne; twin dbl hung wndw w-storms; sink; door, aft. 4 p.m. 485-5764.

ELECTRIC GUITAR & case, \$140; sm. amp, \$90, all new. 747-0849.

TURNTABLE; bass & snare drum; Hi-Hat; spkr w-10" woofer, before 2 p.m. 422-4819.

GREEN GLASS CANISTER SET, "Moon & Stars", 4 pc., \$20. 745-3446.

20" GIRLS' BICYCLES; baby bed & matt; humidifier; chairs. 622-7413.

HARRIS ALUMINUM PONTOON, 16', 12' deck. 745-5842.

SHOCK ABSORBERS for between camper & pick-up truck. 747-5463.

CARPET & PAD, nylon, soft grn, exc. cond. 485-3696.

TIRES, 4, LR78x15, on 6 lug whls, hubcaps, \$100. 447-4066.

WORLD BOOK ENCYCLOPEDIA YEAR BOOKS, '62-'79, \$3 each, new. 745-7145.

DUAL EXHAUST HEADER SYSTEM for '76 Camaro, 305 V8, \$75. 447-1474.

19" TV; 5 pr. insul. drapes; gas apartment stove. 444-0943.

CEMETERY LOTS, 2, choice, Greenlawn, \$350 ea. 747-6273.

12' SEA NYMPH w-7 HP Sea King mtr & boat trailer, \$300. 484-3772.

ELECTRIC ICE CREAM FREEZER, like new. 745-7984.

YARD SALE, Saturday, June 27, 8-6 p.m., 508 N. Mulberry, Churubusco, mini-bike, misc.

'75, 18' MERCURY MARLIN, 188 HP I/O w-Shorelander trlr, ex. cond., \$4,500. 493-3001.

R/C TRANSMITTER, 2 chnl & 2 servos, \$100. 483-1489.

'79 MG MIDGET CONVERTIBLE, 500 miles, wht w-blk top, bst offer over \$5,000. 483-6319.

HAY ALFALFA, pick up in field or can deliver; mulch, negotiable. 483-1423.

KICKWHEEL for pottery; 18' fiberglass canoe. 693-9271.

CAMPER, \$695, slps 6, gas furnace & stove. 447-1690.

'78 CAMARO, take over payments & trade older car. 749-4581.

'79 CHEVY 4WD, 1/2 ton, blue, auto., AM/FM Cassette. 485-7251.

WANTED

CHEST TYPE FREEZER, under \$100. 422-9727.

CHILD'S BICYCLE SEAT. 446-4462.

METAL OR WOODEN WARDROBE, good cond., reas. 637-6645.

CARRIER for auto top for luggage & ladders. 747-4066.

AIR COMPRESSOR HOSE; umbrella stroller. 484-4251.

FAMILY SIZE TENT, no junk please. 639-3512.

'72 OR '73 PINTO, Maverick, Capri, or Monza, good mech. cond., reas. 749-2408.

HOME FOR IRISH SETTER, 4 yrs. old, spayed, good with children. 493-4314.

CHILD'S SWING SET, good cond. 625-4713.

FOR RENT

ONE BDRM APT., clean. 745-1973.

SERVICE

CARPENTER WORK, painting, mowing, hauling. 456-3800.

CARPET INSTALLATION, reas., insured. 485-8998.

GENERAL CONCRETE WORK, low rates. 745-7048.

*ADLETS

GE NEWS BLDG. 18-3

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| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
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| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

New National Service Center launched

CSD reorganization concentrates efforts on motor sales

The Components Sales Department headquartered in Fort Wayne has restructured its sales organization and expanded into new distributor markets to increase sales of GE motors. As of June 1, CSD became the dedicated sales force for all motors sold through distributors as well as motors sold directly to original equipment manufacturers (OEMs).

CSD has sold through distribution channels in the past, but primarily to the OEM aftermarket. The reorganization means CSD will venture into the Electrical and Industrial Distributor Markets for the first time, but with the expertise of sales engineers who have moved to CSD from Apparatus Distribution Sales Division (ADSD).

CSD focuses on motors

Terry Gautsch, manager of the new Field Sales Operation, says, "Our new sales focus will make us more flexible and responsive to customer needs. By concentrating solely on motors, our sales engineers will be able to offer our customers

greater expertise in motor application."

Under Gautsch's direction, CSD is expanding the Field Sales Operation from nine districts to ten, adding eight new office locations and expanding 23 others.

Dick Schwartz, formerly of GPM, has been appointed manager of distribution sales. Bill Elsea, who has ADSD distribution market experience, will report to him as manager of distributor development.

CSD improves service

A National Service Center has been created at Taylor Street to provide 12-hour toll free customer service nationwide. Don Gotsch is manager of the new center.

As a result of the reorganization, Dick Beard of CSD has assumed responsibilities for sales to Electric Motor Servicenter customers in addition to managing the product service function.

"The changes have involved moving offices, hiring and training new people and installing new equipment," says Gautsch.

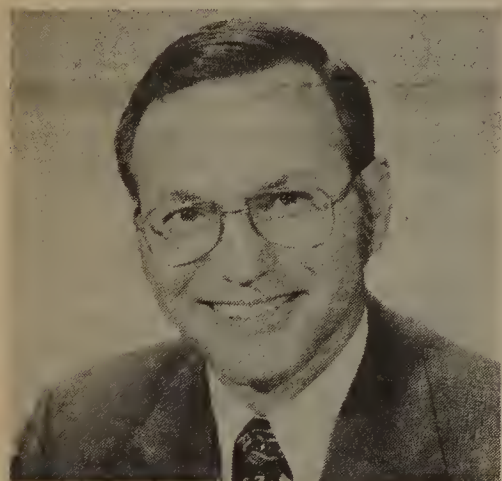


Mary Hanley (left), a laborer in Section 14, GPM, Taylor Street, drew an interested audience of CSD engineers last week. The engineers were in Fort Wayne for a seminar on products and applications for motors sold through distributors. To Mary's left are Carlos Almandoz, Miami; Dave Dawkins, Indianapolis; Andy Panico, motion and time standards specialist at Section 14; Toby Beville, Kansas City; and Al Dotson, Houston.

Creating a new sales organization and expanding CSD's market base has not been as easy as pulling a rab-

bit out of a hat, but CSD does hope to perform some "Motor Magic" to boost sales of GE motors.

New finance, marketing managers appointed at SMD



Don Bussick will become SMD manager of manufacturing.

Donald R. Bussick was named manager of manufacturing effective July 13, and P. Ogden Loux was appointed manager of finance for Specialty Motor Department, headquartered in Fort Wayne.

Bussick replaces Nate Horton, who has been appointed manager of manufacturing programs until his planned retirement this fall.

Loux begins duties

Loux assumed his new duties this week. He replaces Paul Deal, who has been appointed manager of special projects. Deal plans to retire this fall.

Loux first joined General Electric

in January 1965 as a specialist in general accounting. He then held positions as financial analyst, corporate traveling auditor, manager of auditing office, manager of accounting operations and financial administrator.

He was manager of finance since May of 1978 for the Carboly Systems Department in Detroit, Mich. It is from this position that he comes to SMD.

Loux is a native of Norristown, Pa. He received his B.S. in business administration from Drexel University in 1964 and graduated from the GE Financial Management Program

in 1967.

Bussick joined GE at Erie, Pa. on the Manufacturing Training Program after receiving a bachelor's degree in mechanical engineering from Missouri University.

He held several management and engineering positions with Specialty Motor Product Department before being named plant manager of the Springfield, Mo., plant in July 1970.

In 1974 he was named manager of appliance and specialty operations for SMPD. He has been in his current position as manager of engineering for Specialty Motor Department since 1977.



Ogden Loux is SMD's new manager of finance.

Housing slump affects certain motor markets

New home construction plummeted in May to its lowest level in a year, under the burden of high interest rates.

When housing suffers, so do markets for a wide range of products such as washers and dryers, air conditioning and heat pumps. The chain reaction hurts sales of GE motors used in such products.

The U.S. Commerce Department report estimated May housing starts at a seasonally adjusted annual rate of 1.15 million units, the lowest level since May 1980 — in the midst of the recession.

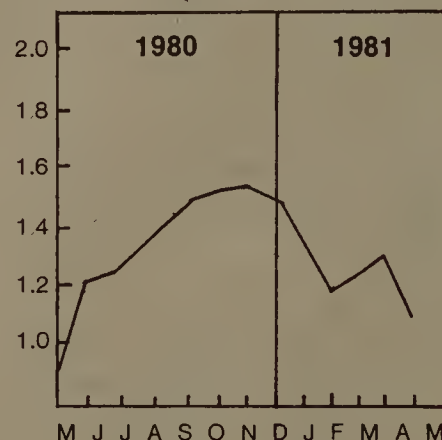
Adren Cooper, a Commerce Department analyst, predicted the new housing decline will have "an impact that's going to be felt for some months ahead."

Cooper added, "It's unquestionably interest rates" which are responsible for the decline. High interest rates have discouraged consumer spending for items that require financing such as housing and autos.

Mortgage rates were averaging a near-record 16.1 percent in May, according to the New York Times. Builders have to pay even higher rates for construction money. Often those rates are higher than banks' prime lending rates, which have been ranging between 19 and 20 percent in recent weeks.

"Recovery is not in sight yet, not until the mortgage interest rate improves," said David Cross, an economist with Chase Econometrics.

Housing Starts



New home construction in May slipped to an annual rate of 1.15 million units, its lowest point in a year. Sales of some GE motors are affected by housing construction.

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General Electric News

FORT WAYNE, INDIANA

VOLUME 63, NO. 25

\$100,000 investment spurs turnaround**STD's Volt Pac wages comeback in competitive market**

A year ago Specialty Transformer's Volt Pac operation in the basement of Building 19 had just about hit bottom.

"We met with the people and informed them of our options: Either we try to turn the business around with costly investments and a positive attitude, or we get out of the business," recalls Steve Gross, manager of methods and work planning.

Since then, STD has poured \$100,000 into the operation and plans to spend \$300,000 more over the next two years. A new \$28,000 gold plating operation, for instance, has improved quality and produced material costs savings.

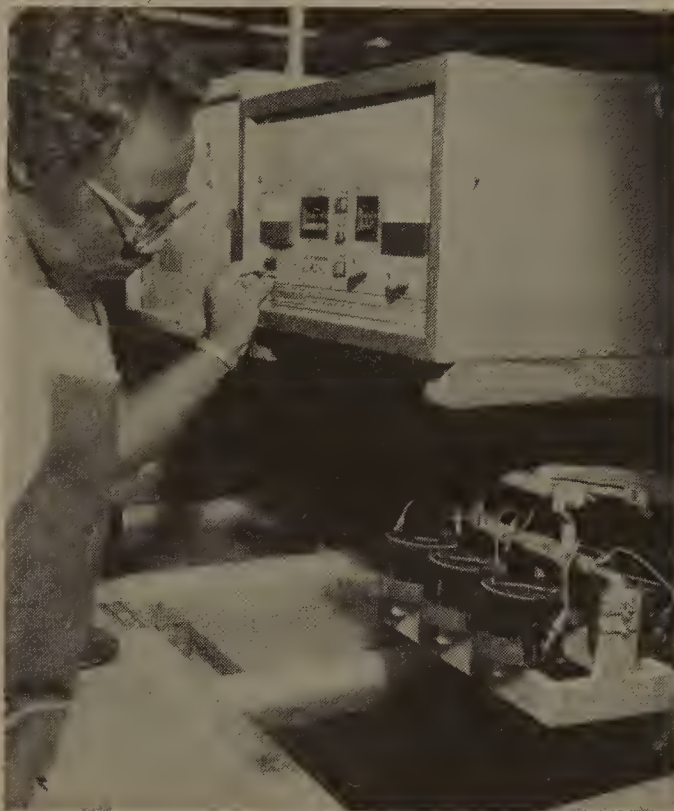
STD battles inflationary costs

"Inflationary costs have been just part of our many problems in trying to stay competitive," says Gross. "We've also had some quality and delivery problems that hurt our business and employment."

Competitors such as Staco, Superior Electric and Penral produce variable transformers that are virtually interchangeable with the Volt Pac, says Ray Tkach, manager of OEM and user sales.

"Because of some of the problems we've had in the past, our customers are looking more closely at our products than anyone else's. So not only is the performance of our Volt Pac important, but

See VOLT PAC, Page 2.



Gold plating operator Jessie Sanders stands over a rack of Volt Pacs about to be dipped in liquid gold. A gold-nickel coating for brush tracks improves the performance of Volt Pacs. The new gold plater was installed at a cost of \$28,000 in 1980.



Don Eisberg, factory process specialist for STD, programs a new toroidal winder for the Volt Pac area in the basement of Building 19. STD is investing \$200,000 to replace 18-year-old winding machines. The new machines will reduce set-up time.

MBG executive outlines strategies**'Productivity is key' for motor business**

"The key for the Motor Business Group is productivity improvement," Van Williams, senior vice president and group executive, told top Fort Wayne GE managers recently at a meeting of the Elfun Society.

Williams noted that the Motor Business Group, which includes all Fort Wayne GE motor businesses, is the world leader in motor product technology, but does not enjoy a similar edge on its competitors in manufacturing process technology.

Competitors automate

The highly sophisticated automated systems of certain Japanese competitors, in particular, represent threats to the future of GE's motor businesses, Williams noted.

"We must never allow anyone to move ahead of us in manufacturing or product technology," he said.

Major, selective investments — like the \$30 million being spent at Fort Wayne GE over the next five years — will be made to achieve the productivity improvements needed to keep the motor businesses competitive in world markets.

"Quality improvement is another key element of our group strategy



Van Williams speaks to Fort Wayne GE managers.

for the 1980s," said Williams. "Spending on projects to dramatically increase our outgoing quality will increase over the next five years."

"Quality is the hallmark on which we must build our reputation and our market share. This will take a dedication to quality in all our activities — from initial customer

contacts to production to follow-up service. We must work to make GE the preferred choice of our customers."

Williams said that industry's drive to improve productivity, the country's quest for energy conservation and energy production, together with the rise of an affluent baby boom generation will create opportunities in the U.S. for the motor industry.

Offshore markets growing

Offshore the growth of motor markets in foreign countries such as the developing nations of the Far East and Middle East will exceed the growth of U.S. markets.

"Our strategy for the 1980s will focus on these opportunities," Williams said. "For instance, we are committed to being the leader in motor efficiency in markets driven by the rising cost of electricity. As energy costs continue to rise, the markets for our Energy Saver motors, like those made by GPM and SMD in Fort Wayne, will increase."

To take advantage of the opportunities that exist will require the effort of "GE people who desire to be better than the best."

Pay increases included in July paychecks

Paychecks distributed early this month will reflect the latest increase which went into effect June 29.

Paychecks passed out today to nonexempt-salaried employees include a pay increase which amounts to \$15.60 weekly.

Hourly employees will notice a 39-cent per hour increase in paychecks handed out on Wednesday, July 15.

Increase 'rolls up' benefits

Although the entire increase won't be seen in the "take-home" pay because of required and optional payroll deductions, the "roll up" effect of every pay increase on employee benefits values will more than offset the higher deductions.

For example, life insurance coverage under the GE Insurance Plan will go up about \$1,600. Savings and Security Program participants saving at the rate of 6 percent rate will receive about \$25 a year more in the company's proportionate payment.

If you have any questions about your new pay rate, see your supervisor.

Volt Pac

Continued from Page 1.

so is the appearance of it. A small imperfection such as a loose screw can tarnish a customer's impression of our product. That's why every Volt Pac we make is important."

The Volt Pac is used to vary AC voltage in a wide range of products, from welding equipment to popcorn machines, from road paving equipment to advanced medical X-ray units.

At one time, Specialty Transformer was the major supplier of variable transformers for use in GE Medical Systems products, but competitors have taken much of that business away from Volt Pac.

Just recently, however, Volt Pac won a significant order for transformers to be used in Medical Systems X-ray machines such as the Computed Tomography (CT) body scanners, which are on the forefront of a growing, high technology market.

"The reason we got this business," says Tkach, "is that the people in engineering, manufacturing and our factory people were able to reduce the costs of our Volt Pac and make it competitive."

But Volt Pac still is far from turning the corner.

"Our customer complaint record has improved," notes Gross, "but we still have a long way to go. We're



Stacker Bill Houser (right) prepares for shipment large Volt Pacs of the type used in GE Medical Systems' Computed Tomography Body Scanners (left photo) to regulate voltage to X-ray tubes. Many Fort Wayne GE employees



have benefited personally from this new breakthrough in diagnostic medicine, notes Homer Jennings, manager of insurance claims disbursements. Smaller Volt Pacs are used in dental X-ray equipment.

at a turning point. If we can re-establish our reputation for quality and cut our costs, we could conceivably double our workforce."

To increase the efficiency of the Volt Pac operation, Specialty Transformer is spending \$200,000 on a set of toroidal winders to replace a series of 18-year-old winders that are wearing out.

A total rearrangement of the shop

will cost an estimated \$20,000. "The increased productivity from a more efficient work flow will allow us to go after business we never had before," says Gross.

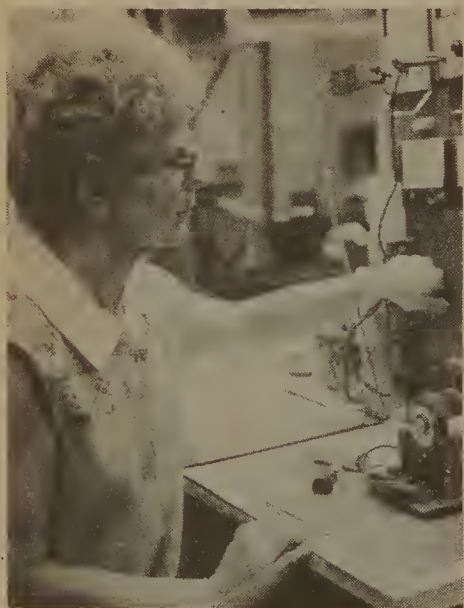
Another big investment, a \$44,000 turret lathe, is expected to create jobs by bringing work in-house that used to be farmed out to vendors. The payoff is expected to come in shorter cycle times and reduced ma-

terial costs.

Henry Helberg, an engineer who has been part of Volt Pac since it was nothing more than an idea on paper, believes "people are a big part of the equation."

"We've come a long way in the past year," notes Gross. "If we continue our positive trend, we can turn Volt Pac into a business we can all be proud of."

Long-service employees keep faith in Volt Pac



Shirley Cook does a complete performance test on small Volt Pacs. "I think most everybody here is concerned about the quality of the work they do."

"We made a go of it once. There's no reason we can't do it again," says Dortha Webster, parts processor in the Volt Pac area of Specialty Transformer.

She ought to know because she was there when the first Volt Pac rolled out of production in 1964 in the basement of Building 19.

"We had some quality and cost problems that made our business with GE Medical Systems go down. We don't have nearly as many people (17) working here as we once had. There for a while I thought GE might get out of the Volt Pac business. Now we're hoping the business will come back."

Expected place to close

Tester Shirley Cook, who also has worked in the Volt Pac section for 17 years, says, "Most of this year I expected this place to



Parts Processor Dortha Webster believes that new investments in machinery will help turn things around for the Volt Pac area of STD.

close down. We've got some new machinery and some new orders now, so we're just hoping. I'd really hate to work any place else."

Volt Pac sees results of quality improvements

"The future of our product is starting to look much brighter," Jess Ball, manager of marketing for Specialty Transformer, told the Volt Pac operation's production employees in a recent roundtable meeting.

Efforts make a difference

"We are seeing the results of the quality and cost improvement efforts over the last year beginning to drop through to the bottom line. This progress is enabling us to re-price some of our models and take orders that we would have turned away six months ago because we could not meet our competition."

New markets opening up

"If we continue this positive trend, we will not only have the opportunity to regain some of our old customers, but we will also have the chance to penetrate some of the new markets that are opening up for Volt Pac applications."

Employee
Assistance
Program



'Open' during Shutdown

The Employee Assistance Program will be open for "business as usual" during the July plant Shutdown, says EAP counselor Dag Arnold.

To contact Dag, telephone the special EAP Extension 2311.

Price pressure from Taiwan, Korea

GE to halt U.S. production of B & W televisions

General Electric, the last manufacturer to make monochrome (black and white) television sets in the United States, has announced that it will begin phasing out domestic production next year.

The Television Business Division currently produces 12, 15, and 19-inch monochrome sets at its 2700-employee plant in Portsmouth, Va.

Division Manufacturing General Manager Roger Keese explains that while there is little growth forecast for the monochrome market, "there's extremely tough price pressure — primarily coming from sets imported from Taiwan and Korea." Keese says production of 15 and 19-inch sets will cease next year with the more popular 12-inch line being

phased out in 1983. After that date, GE's monochrome line will be imported.

The manufacturing general manager said that if forecasts for increased production of color sets at Portsmouth hold up, the phase-out of monochrome production won't have any adverse effect on the plant's employment.

Golf Corner

By Roy Brokaw

Bill Sutton sets pace at Foster Park

Highlights Around the Leagues: Bill Sutton set the pace last week when he birdied holes 12 and 16 at Foster Park to finish with an even par 35.

The Broadway-Taylor Street Owl Golf League had a lock on hole 16 at Foster Park as six of their players birdied the hole! This is an unusual feat because the hole is one of the most difficult on the course.

Men's Golf League Low Scores: Bill Sutton 35, 38, Bob King 37, Dick Nelson 38, 39, Roy Brokaw 39, Lyle Johns 39, Eben Cobb 39.

Ladie's Golf League Results: Low gross - Kate Briegel, low net - Ilene

Correction

A headline in last week's GE News incorrectly stated that SMD was naming a new marketing manager. The story was correct in saying Don Bussick will be the new manager of manufacturing.

Decatur leads league

The Decatur team leads the GE Softball League with a 6-3 record after posting recent victories over the Thirsty Horde, Quality Makers and Taylor Street.

Team records are as follows: Decatur 6-3, Winter Street 5-3, Quality Makers 4-4, Thirsty Horde 3-5 and Taylor Street 3-5.

Emlich, low putts - Jean Beatty. Jean also had a chip-in on hole 2 at McMillen.

Birdies: Bill Sutton (2), Bob King (2), Tom Rehner (2), Don Shafer, Lynn Bradtmueller, John Stark, Bob Fry, Don Ross, Dick Nelson, Tom Bear, Jack Lemon, Bill Zinn, John Hunnicutt, Lee Shaw, Dick Hensler, Lyle Johns, Larry Shindeldecker, Joe Nicolosi, Jim Closson, Bud Steinbacher.

Sandbagger of the Week: Larry Loe 41, eight strokes under his average.

Putter of the Week: Glenn Cole and Roy Brokaw. Both players had 13 putts.

Did You Know about these golf definitions by golf columnist Jim Bishop? **Starting time** - The last moment when golfers are seen laughing and joking. **Gimme** - An uneasy agreement between players who cannot putt. **Lip** - The place where a great putt dies, or what you get from your golfing buddy. **Mulligan** - A thieving second shot employed by golfers to prove the first one was no mistake.

In memory

Merritt L. Hartman, 516 Prospect, died June 20. He worked at General Purpose Motor prior to retiring in 1960.

Samuel K. Starks, 501 E. Creighton Ave., died June 14. He was a stockkeeper for ACSO at Taylor Street prior to retiring in 1977.



Gerald R. Quinn, a machinist in Area Services, received a suggestion award of \$112.43 for suggesting the installation of a lubricating system or pillow block bearing to prevent excessive wear when the M.P.C. winding heads are raised and lowered. This suggestion reduced maintenance and down time.



James Plemons, a machinist in Area Services, recently received a suggestion award of \$245.00. He suggested a timer be installed to control the exhaust fan in the Building 8-1 cafeteria. Energy costs were reduced by eliminating the operation of this exhaust system when not needed.

Menu

Monday, July 6 — vegetable beef soup; macaroni, beef, tomato casserole; grilled ham. **SPECIALS:** grilled ham, 6 oz. macaroni casserole; beef and onion patty, fries; ham salad and soup.

Tuesday, July 7 — split pea soup; vegetable beef hash; batter dipped chicken. **SPECIALS:** batter dipped chicken, potato, lime jello; beer batter fish, fries; chicken salad, soup.

Wednesday, July 8 — chicken noodle soup; ham and shell macaroni au gratin; hamburger

steak. **SPECIALS:** hamburger steak, 6 oz. ham and macaroni au gratin; western melt, country tomato salad; egg salad, soup; Mexican fiesta.

Thursday, July 9 — beef barley soup; beef stew; roast beef. **SPECIALS:** roast beef, potato, vegetable; BBQ beef, fries; ham salad, soup.

Friday, July 10 — potato chowder soup; macaroni and cheese; batter dipped fish; veal cutlet. **SPECIALS:** veal cutlet, 6 oz. macaroni and cheese; batter dipped cod, Mexican slaw, fries.

ADLETS

FOR SALE

'74 MONTE CARLO, 454 eng., air, good cond., \$1,200. 749-5233.
BOY'S 10-SPEED BIKE, good cond., \$60, aft. 4 p.m. 422-7754.
STEREO CONSOLE w-AM/FM & 8 trk; gas grill; coffee table; Kimball piano. 424-4226.
BREAKFAST SET, 30" rd w-2 chairs, \$25. 485-9203.
JOHN DEERE 112 LAWN TRACTOR, 42" mower & snowblade; 10' fishing boat & elec. trolling mtr. 432-5345.
JOINTER-PLANER, 6-1/8", Sears; belt disc sander. 1-724-8011.
SINK w-faucets; in-wall elec. htr w-dial switch. 483-3373.
PIANO w-elec. amplifier, reas. 745-7984.
OVAL PEDESTAL TUB, iron, \$100. 422-4194.
FIREPLACE SCREEN & ANDIRONS, make offer, cheap. 432-3305.
12' SEA NYMPH JON BOAT w-oars & 7 HP Sears mtr. 1-219-244-6565.
TIRES, 2, Goodyear, FR78x15, \$25. 747-5902.
DEEP HEAT BACK MASSAGER w-neck & sacro attach., Wards, \$15. 745-7145.
8' WOODEN STEP LADDER, \$8. 456-5624.
CHANDELIER, white iron, flowered, like new; quilted spread, pink & ivory, \$50 ea. 485-0102.
KITCHEN SINK, like new. 744-5632.
DELUXE SOFA, blk, \$200; 5' stereo w-tape, \$250; rototiller, 5 HP, \$125. 484-3003.
SOFA, Berne custom built, 84", slipcovers incl., \$200. 485-4354.
CAMP COT; camping light, used once. 424-5492.
TRK CAP, alum. & wd, reas. 483-4785.
'78 FORD VAN; '79 trvl trlr, 25', ex. cond. 449-0933.
'79 SNOWMOBILES, 2, ex. cond., aft. 4:30 p.m. 623-3031.
'72 PLYMOUTH STATION WAGON, 318, air, pwr, \$250. 456-5704.

RAFT 4'x10'x9", anchors incl., \$30. 483-4889.
14' FISHING BOAT, 25 HP Sea King, Dilly trlr, \$650. 672-2900.
'75, 18' MERCURY MARLIN, 188 HP I/O w-Shorelander trlr, ex. cond., \$4,500. 493-3001.
SVC. MANUALS for '71 Ford pass. cars, complete, \$10. 432-3274.
DECORATIVE ROD, 54"-96"; drapes, 92"x82", open weave. 432-8644.
CARPET, gld, sculpt., 13'x21', very good cond., reas. 485-5836.
'72 HONDA CB 100, eng. overhauled, new batt., good cond. 749-0222.
PROJECTOR SCREEN, 40"x40", \$10; pizza maker, \$3.50. 747-5461.
'73 YELLOWSTONE 23' TANDEM WHEEL, self-cont., roll-out awning. 724-7006.
SANDALS from Toenges, wht, sz. 8B, worn once. 456-5624.
'73 DATSUN PICKUP, qtr ton, 4 cyl., aft. 5 p.m. 489-4229.
VAN SEAT/BED COMBO, \$100. 639-6462.
GE REFRIGERATOR, 14.7 cu. ft., \$250, gld; GE wshr/dryer, \$250; desk, gl top, \$40. 484-3003.
TIRES, good, 14" & 15", \$12.50 ea. 745-5842.
'72 OLDS 98, ex. cond., full pwr, white, soft top, hitch. 747-0241.
LAWN MOWER; band saw; table saw. 426-4485.
VIDEO CAMERA, B&W, \$80. 483-1489.
BAR STOOL, \$10; exerciser, \$15. 489-5766.
JOHN DEERE A TRACTOR, elec. start, 3 pt. hitch, cultivators, bst offer over \$500. 447-6740.
VW BODY PARTS; Michelin tires, reas., aft. 5 p.m. 489-4383.
SHOP VAC, Black & Decker, w-attachments. 432-4847.
ELEC. FURNACE, 68,300 BTU, w-plenum, humid & ctrls. 489-5605.
18" JACOBSEN, \$30; weight lifting set, \$12. 747-0457.
BOY'S SCHWINN 10 SPEED. 447-4427.
DELUXE TOASTER-OVEN, like new, \$25. 422-2059.
GARAGE SALE, 3030 Castle (off Hessen Castle, N of Tillman, 9-5 p.m., July 16-18.

FULL SIZE MATTRESS & SPRINGS, ex. cond; baby furn. 749-2227.
BATHROOM SINK, porc., good cond.; large furnace blwr. 485-0304.
PORCH GLIDER, 3 cush.; fireplace screen. 744-1014.
14' ALUM. BOAT, 10 HP Merc. mtr, w-access., like new, \$900. 1-419-399-3535.
FORD TRUCK BED; child's 18" pool; computer command car; nylon tent, misc. 693-3486.
'79 CHEVY HALF SCOTTSDALE, 4 WD, V8, auto, AM-FM cass., blue, \$4,900. 485-7251.
STUDENT DESK, wood, 18"x42"; 3-dwr chest, sm. 456-3227.

WANTED

ROTARY WEED MOWER, self-prop., hvy duty. 446-6233.
ELEC. POWER BLOWER for lawn & driveway. 483-2767.
8 MM MOVIE PROJECTOR. 446-7355.

CHILD'S SWING SET STAND. 745-2089.
FORD TAIL GATE for '78 pickup. 485-1898.
WHEEL RIMS, 2, for GR15 tires. 446-7284.
ROOM OR APT TO SHARE w-male student, near Purdue campus. 485-2520.

FOR RENT

ONE BEDROOM APT. w-stve, ref., \$145, up-stairs. 745-1973.
3 BEDROOM RANCH, NE, fp, fin. bsemt, garage, ex. cond., Lakehurst Add. 432-3394.

SERVICE

SPRAYED TEXTURED CEILINGS, glitter or colors. 456-3848.
PICNIC TABLES, custom made. 440-0023.

FREE

INSULATED FUEL OIL CHIMNEY, 2" thick, 8'. 432-4847.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Fun at the Fort over Fourth holiday weekend

GE people lead second lives at Historic Fort Wayne

Looking for an unusual way to spend your three-day Independence holiday? Why not really get away from it all and travel back to the 19th century?

You can do just that by visiting Historic Fort Wayne, say four GE people who lead second lives at the Fort. Jeff McCord, Roy Ogden and Joe and Marian Truba spend a lot of their leisure time living as our ancestors did in the frontier outpost in 1816.

"When I cross the bridge over the St. Mary's River to the Fort, I become somebody else," said Jeff on a recent day at the Fort. At GE, Jeff repairs typewriters and business machines. At the Fort, he comforts souls of early Ft. Wayne settlers as Father Steve Badin, the first Catholic priest ordained in the U.S.

Changes identity

Roy Ogden, a retired GE employee, portrays fur trader Jean Batiste MeLoche on some days. On others he is Indian Agent Stickney.

Marian and Joe Truba assume the characters of Mr. and Mrs. Edwards, a former army sergeant and his wife. Until last year they were the only husband and wife team playing a husband and wife in the Fort.

"I enjoy making history come alive for people who visit the Fort,"



Former GE employee Marian Truba and Area Services employee Jeff McCord lead second lives at the Fort.

said Marian, a former GE News reporter whose husband works at SMD in product service. She has painstakingly investigated the story of the Edwards family. Each detail is another clue to what life really was like at the last frontier army post in the Indiana territory.

She has helped make many of the authentic costumes worn in the Fort and makes soap the way pioneer women made it.

"We're very careful to conform to the dress and language of the period," Jeff noted. That means not wearing wristwatches, synthetic clothes or rubber-soled shoes. It means feigning ignorance of television, automobiles and flush toilets when visitors try to make the actors "break character".

As he talked, Father Badin munched on a piece of hot apple pie fresh from the Fort's primitive

kitchen. Obviously life before the GE microwave oven wasn't all that bad.

Visitors participate

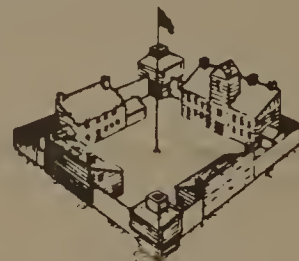
Jeff regards the Fort as "part of the fine arts in Fort Wayne," and visitors to the Fort participate in the live drama.

"People from across the river (Fort terminology for visitors) have to live just as people did in 1816 for the time they are here."

Jeff added, "The Fort lets people know how fortunate we are to live in the modern era. Here at the Fort firewood is rationed and water must be brought in from outside. The incentive is to conserve as much as possible. Nothing is wasted. Everything not used is recycled for another use."

GE people contributing to the Fort believe it is easier to know where you are when you know where you've come from.

Marian said, "Bringing back the Fort brings our heritage to life. I think the Fort is the best thing that's happened to Fort Wayne in recent years."



Pensioner finds Fort life rewarding

It was mid afternoon on a hot spring day, and Roy Ogden's voice was sounding as rough as a soldier shuffling his boots across the gravelly Historic Fort Wayne commons.

Roy had just finished the last of 20 "interpretations" of Jean Batiste MeLoche for the day and was ready to strip off his wool and leather costume and relax.

A 76-year-old GE pensioner, Roy had spoken to over 800 school children about life in 1816 in Historic Fort Wayne and fended off a heckler or two trying to make him slip out of character.

Still his enthusiasm was unwavering.

"This is one of the most rewarding things I've ever done in my life," he said. "I just wish I had the strength of voice to stay at it from open to closing."

Last year (his first) Roy was named the outstanding volunteer at the Fort for his season-long portrayal of the fur buyer everyone knows as "Grandpa MeLoche."

"I really enjoy meeting people from all over the world," he said. "Last year we had visitors from 29 countries and every state in the union."

But most of all, Roy enjoys the children.

On one occasion, Grandpa had



Roy Ogden portrays frontier fur trader.

a preschool-age boy on his lap as he told about life at the Fort in 1816. When he finished telling about his fur trading, the boy looked at him and said, "Grand-

pa, I'd just like to go with you on that canoe trip, but why don't you use a motor."

"What's a motor?" Grandpa asked.

"It goes putt, putt, putt," came the reply.

The boy's teacher explained why Grandpa, trapped in the world of 1816, didn't understand.

'I enjoyed life at GE'

Roy has come a long way from being lead operator in developmental engineering at Winter Street GE. "I always enjoyed life at GE," he said.

Roy was living comfortably on his GE pension when the opportunity came to work at the Fort. He hasn't regretted a minute of it.

"I've studied and researched my characters," he said. "I have to be on my toes because we get busloads of historians in here and they're sharp."

Although visitors have come from all over the world, Roy doesn't think enough Fort Wayne residents know what a valuable asset they have in the Fort.

"It belongs to the citizens of this community," he said. "Those who do come here, I believe, are in for a pleasant surprise. The Fort is a part of early American history that is part of Fort Wayne."

Events at the Fort

Friday is the fifth of 10 holidays GE employees have off with pay this year.

Many of those holidays coincide with special events at Historic Fort Wayne, such as Independence Day holiday, Labor Day, and the day after Thanksgiving.

Here are the dates for special events at the Fort:

July 4 — Fourth of July celebration 1816 style; July 11-19 — Three Rivers Festival pageant at the Fort; Aug. 1-2 — War of 1812; Sept. 5-6 — Revolutionary War encampment; Oct. 10 — Evening at the Fort; Oct. 24-25 — Trapper's Rendezvous; Nov. 27-28 — Christmas at the Fort.

HELP! is here

Keep it in your car or trunk for emergencies.



Full power, 40 Channel 2-way Citizens Band Radio System comes complete with magnetic antenna, cigarette lighter adapter, Transceiver unit and rugged case. Easy to install and operate for emergencies or road information.

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Less Employee Rebate 15.00
Net cost \$53.99

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1030 Swinney

Open 10-5:30 Weekdays

Open Mon., Tues., Wed., during Shutdown weeks

GE people help educators find answers

What skills will workers of tomorrow need to succeed?

What should teachers and counselors be doing to prepare today's students for tomorrow's jobs?

For the past two weeks, 30 Fort Wayne area educators have been listening to GE employees in an attempt to answer that question.

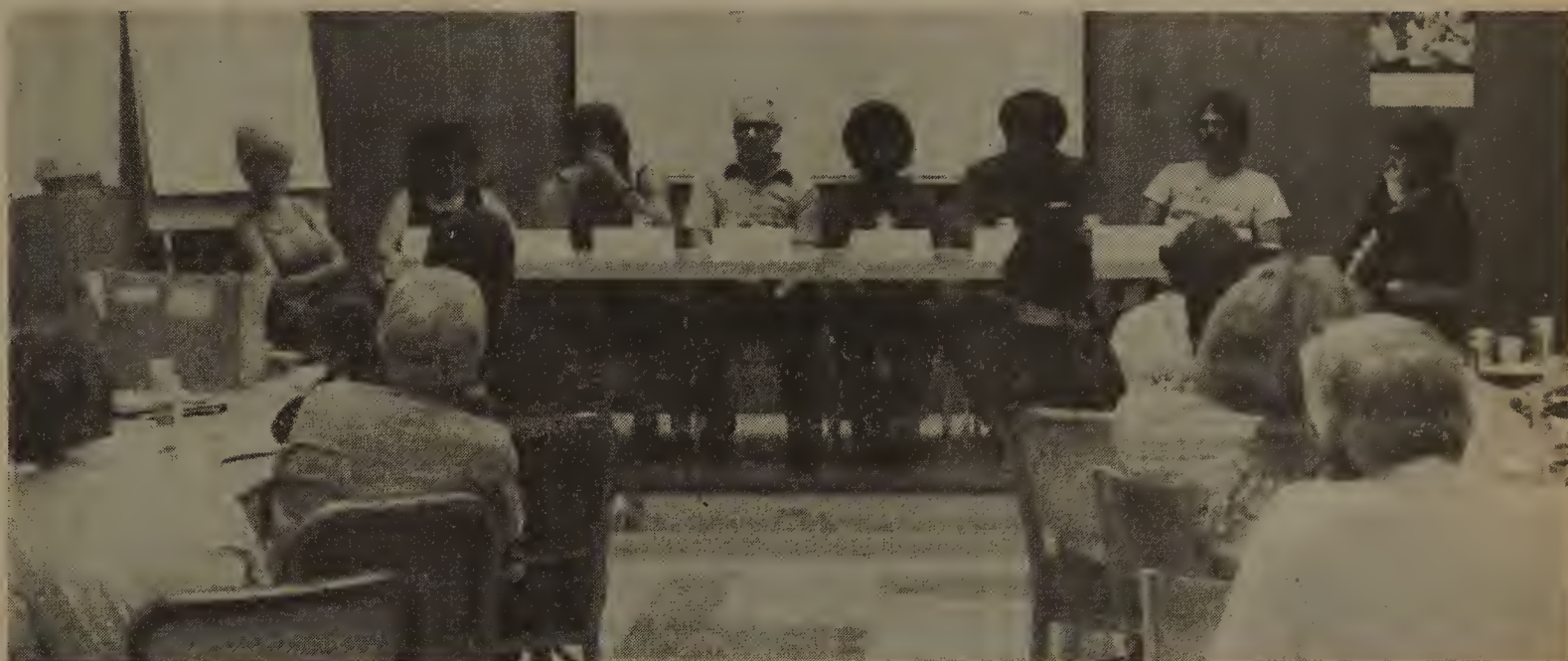
As part of the Educators in Industry Program sponsored by GE, seven hourly employees presented their views during a panel discussion last week.

The educators wanted to know GE employees' views on what they should do to help middle and high school students learn marketable job skills and choose the career that is right for them.

Survival skills important

Ed Starks, STD punch press operator and Local 901 grievance representative, replied, "I think you need to teach kids what's necessary to survive. You have to know something and have a skill to get a worthwhile job."

Ravenna Hapner, winding machine setup operator at GPM Broadway, suggested that coun-



Teachers and counselors listen as a panel of seven GE hourly people present their views on how to prepare students for the world of work. Members of the panel from left are: Pat Gerardot, Ravenna Hapner, Tim Mihalik, Mel

Franke, Leslie Wagstaff, Ed Starks, Mike Betts and moderator Fred Eckart. The panel was part of a two-week Educators in Industry Program sponsored by GE.

sors "stress career opportunities as early as middle school. It wasn't until I took advantage of the Work Zone 8 training at GE that I found out I had the knack

for mechanical type work."

Many of the GE panelists agreed that reading and math skills are crucial to surviving in the job market.

Tim Mihalik, parts processor and conveyor loader at SMD Taylor Street, added, "I don't know how you teach good attendance, See EDUCATORS, Page 2.

New CSD sales center at Taylor Street provides one-stop service for U.S. distributors of GE motors

The new National Service Center at Taylor Street provides one-stop shopping for GE motor distributors all over the continental U.S.

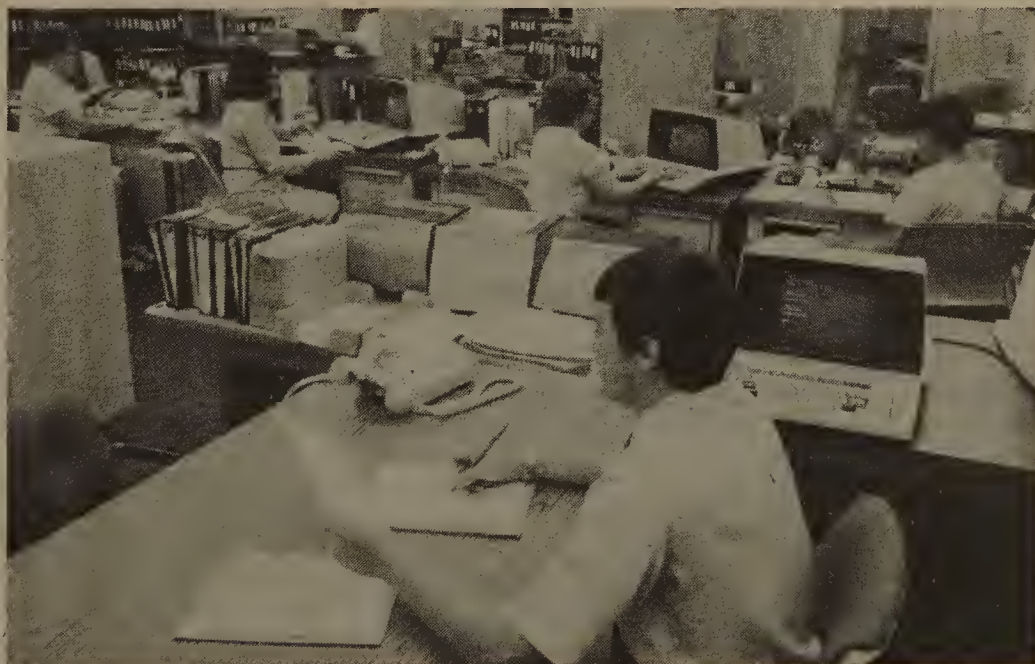
"This is a new concept for the Components Sales Department," says center manager Don Gotsch. "Customers from coast to coast can call us toll-free for information or to order motors sold by GPM, SMD, Small AC, DC Motor and Generator, and Large Motor and Generator."

1,100 distributors in U.S.

The National Service Center serves over 1,100 distributors, GE Service Shops and GE Supply Company locations. To meet the needs of customers in different time zones, the service center is open from 7 a.m. to 8 p.m. daily.

"Most of our customers deal in the replacement market for motors," notes Gotsch. "It's a fast-paced business, and we're here to help our customers with quick and courteous service."

"If your air-conditioner motor fails at your home or a piece of production machinery goes down



The new National Service Center at Taylor Street is designed to provide fast service for distributors who sell GE motors in the replacement market. Don Gotsch, foreground, is manager. Shown at their computer terminals are sales assistants (from left) Elaine Hofacker, Imogene Brunk, Lois Ellis and Darlene Baker.

at your business, you want it fixed now, not two weeks from now. That's the kind of customer our distributors and service shops deal with. To take care of our distributors, we must provide them

with fast answers and fast service."

Just last week a power outage at the center tested the center's commitment to serving its customers.

The GE Mark Link computer terminals were down. The room lights went out. And the telephones, which normally are lit up like Christmas trees because of busy lines, were dark.

"We realized that in spite of the power outage, our customers still were calling in for service," says Gotsch. "We'd had a power failure once before and were told that customers were calling in and the phone would ring and ring, but we couldn't hear them."

Shot in the dark

So with the aid of a trouble light and a few flashlights, the center's sales assistants went to work.

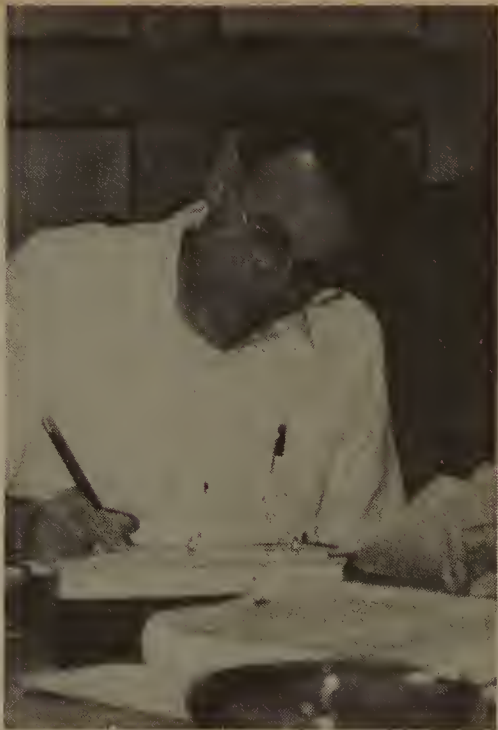
"We just started pressing telephone buttons at random to find out if anyone was trying to call us on the line," says Gotsch. "We served many customers during the 45-minute blackout that way."

Darlene Baker, a sales assistant, notes, "The customer comes first in our business. It's been very busy since we started May 4. I've handled as many as 60 calls a day."

See SERVICE, Page 2.



Thornton Jackson (left), manager of product planning and service for SMD, and SMD Manager of Manufacturing Don Bussick (right) concentrate on assessing SMD's quality systems.



Dave Berges, GPM manager of manufacturing engineering (left) and Manager of Engineering Bob Susdorf discuss ways to improve quality systems at GPM with the help of corporate consultant Wes Ison (right).

GE operations compare quality systems to world's best

Engineers and managers representing four Fort Wayne GE locations took part in an intensive assessment of their quality systems this month in an effort to insure their systems are the best in industry.

GPM, SMD, HMD, MTO

Representatives from General Purpose Motor, Specialty Motor, Hermetic Motor and the Wire Mill spent one week at the Fort Wayne Holiday Inn in a Quality Systems Application Course. It was the fifth such pilot program presented in GE and the first in the Industrial Prod-

ucts and Components Sector.

GE spent a year studying the best quality systems of its own operations and the best U.S. and foreign companies outside GE to find out how outstanding manufacturing operations achieve their quality results.

"The purpose of this course is to expose GE businesses to the best quality practices in the world," said Wes Ison, one of the corporate consultants who helped set up the pilot project.

"Each team analyzed their own business practices and compared

them to the model practices identified in the GE study," said Don Bussick, SMD manager of engineering. "They then determined areas that need improvement to make them better than the best. Each team prepared a special report for its general manager and will now seek the support needed to make the identified quality improvements happen."

Quality standards change

"We need to make revolutionary changes in our systems and in our thinking about what defect levels are acceptable to our customers and

the eventual consumer. The course gave us an opportunity to rethink some of our assumptions and build on the programs that are already going on, such as the sector-wide Quality Makers program and the Total Quality Target program at SMD," said Bussick.

Other team leaders from Fort Wayne were Bob Susdorf for GPM, Cal Davis for the Wire Mill and Bill Seyboldt for the Specialty 39 frame team. Jack Essenburg from Holland, Mich., led the HMO team. Also participating was a team from DC Motor and Generator, Erie, Pa.

Educators

Continued from Page 1.

but tardiness and absenteeism are some of the biggest problems at GE. It messes everybody up when someone is not on the job."

Tim noted that companies are crying for people with technical skills. "The field of robotics is going to need large numbers of people to build and repair the new

machines. I think teachers need to ask the robotics people what skills will be needed in the future to fill these new jobs."

Teachers also wanted to know what it's like to work at GE. Here's how members of the panel responded:

Leslie Wagstaff, who works on taper coils and bars at GPM Broadway, said, "I've worked here over 16 years and have enjoyed my work. Jobs are available through the JUMP program so that you can better yourself, and the GE benefits are pretty good."

Mel Franke, tool, jig, fixture and gage maker at Winter Street GPM, noted "it has been a good living and a great place to work. I left GE once, but I came back. I've been able to work my way up to a job I really enjoy."

Mike Betts, HMO lathe operator and Local 901 IUE grievance representative, said, "GE is not a

bad place to work. I've always been a strong union member. Most of the time union and management get along. The rest of the time we try to work things out."

Tim Mihalik, told the teachers he "walked into a pretty good job at GE because of having an associate degree. Like a lot of people who have 1969 service, I've had probably 25 jobs here. Fortunately GE is a big enough plant that in down times there were jobs I could move to. I've always made good money here."

Ravenna Hapner said one reason she came to GE was her father told her "GE is a good place for women to work."

Pat Gerardot, who works on taper coils and bars at GPM Broadway, said she told herself when she started at GE she'd only work here six months. "I've been on my present job 16 years

and I enjoy it very much. There's something new every day."

Fred Eckart, manager of employee relations at MTO, served as moderator for the panel and summed up by saying, "I think the most important thing is for educators to prepare young people for change. There always has been change in industry and it is an ongoing process."

EAP available during Shutdown

The Employee Assistance Program will be open for "business as usual" during the July plant Shutdown, says EAP counselor Dag Arnold.

To contact Dag, telephone the special EAP Extension 2311.

If you would rather not come to the plant area during Shutdown, Dag will arrange to meet with you at his other office in the Parks Department Building on the corner of Parnell and East State Blvd. Call 426-7431 and ask for Extension 2311 to make an appointment.

Service

Continued from Page 1.

Representatives of SAC, LM&G and DCM&G have presented training sessions to the center's sales assistants on their products.

"It's important for us to know the terminology and the right questions to ask," says Darlene. "If the customer has a question

we can't answer, we refer them to the experts — our sales engineers in the field."

Gotsch concludes, "We're a new idea at CSD. We've had a lot of cooperation from the new group of people here and we're finding out that our customers really like having this service."

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Model FX82
Special '99



• DUREVER® Cordset. Fabric guide. Easy-to-hold handle with thumb rest.

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Open 10-5:30 Weekdays
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during Shutdown weeks.

Golf Corner By Roy Brokaw

Barb Pritchard paces women golfers

Men's Golf League Low Scores: John Segyde 37, Roy Brokaw 37, Lyle Johns 37, Bill Sutton 38, Mel Guillaume 38, Gary Sykes 38, John Tucker 39, Bob Froehlich 39.

Ladies Golf League Results: Low scores — Barb Pritchard 45, Ilene Emlich 46. Ilene won their nine hole "Best Poker Hand" event and Barb placed second. Low putts — Amy Ford.

Birdies: Derrick Dorey (2), Mel Guillaume (2), Bob King (2), Don Bell (2), Eben Cobb, Sam Cheek, Doug Lehman, John Segyde, Tom

Bush, Roy Brokaw, Larry Rybicki, Bill Poole, Greg Olwine, Jerry Smith, Denny DeMeritt, Mel Schrader, Dave Geradot, Bob Froehlich.

Sandbagger of the Week: Larry Rybicki 44, 9.9 strokes under his average.

Putter of the Week: Mike Fuller with 12 putts.

Did You Know: The longest under par streak in a single round of golf is held by pro Roberto de Vincenzo of Argentina, who had a string of nine birdies and an eagle enroute to a 61!

Engineering group seeks new members

Persons interested in joining the Fort Wayne Association of General Electric Engineers (FWAGEE) are encouraged to do so soon in order to take part in the full season of activities.

Membership Chairman Allen Ostrognai notes the organization is open to exempt employees who are registered professional engineers or

who have the equivalent of a bachelor's degree in engineering.

For more information, contact any one of the following representatives: Dick Beard, Dave Blake, Bob Brehse, Dan Ewing, Ramesh Gandhi, Bob Langdon, Walt Mansfield, Jim Reynolds, Jim Stewart, Holly Fuhr, Roxann Kimball or Mary Schumacher.

Elex calendar

July 27 — Honor-ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

Aug. 3 — Partizan Chapter Board, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.

7 — Quintus Chapter Board meeting, 9:30 a.m., Alpine Restaurant, 4805 Lima Road.

12 — Convention chairman meeting, 7 p.m., Bldg. 18-3 Conference Room.

14 — Pen-El Chapter tour of the post office and library and luncheon at a local restaurant.

14 — GE Midwest Women's Club Convention registration deadline. Registration fee is \$30.

The dates for convention are Oct. 9-10-11, 1981, at the Sheraton West Hotel in Indianapolis.

17 — Executive Committee meeting, 4:45 p.m., Bldg. 18-3 Conference Room.

18 — Partizan Chapter meeting and potluck dinner at Coldwater Lake, Mich.

21 — Quintus Chapter meeting and potluck dinner at Lake George.

24 — Honor-ettes Chapter meeting, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.

26 — El-Par Chapter weiner bake, 7910 Coldwater Road.



These four General Purpose Motor, Broadway, employees recently celebrated 40 years of service with GE. From left are Helen Schortgen, Bill Brase, Frederick Krotke and Irene Pulfer.

In memory

Adrian J. Volrol, 2215 Riedmiller Ave., died July 3. He worked in battery service at Taylor Street GPM prior to retiring in 1969.

Nina C. Chaney, 2025 Steup Ave., died June 30. She worked at GPM before she retired in 1960.

Gordon A. Perry, Sr., North Webster, died June 28. He was a blacksmith at STD prior to re-

tiring in 1968.

Louis W. Snyder, Hudson, died June 27. He was an inspector at Winter Street GPM prior to retiring in 1978.

Joseph Dressen, 7757 St. Joe Center Road, died June 25. He was an industrial truck driver at Winter Street before retiring in 1966.

Menu

Monday, July 13 — minestrone soup; chip beef and macaroni; pork steak. SPECIALS: pork steak, potatoes, vegetables; sloppy joe and fries; tuna salad and soup.

Tuesday, July 14 — chicken rice soup; beef and noodles; veal birds. SPECIALS: veal bird, potatoes, jello; jumbo frank and chili; chicken salad and soup.

Wednesday, July 15 — navy bean soup; porcupine meatballs; knockwurst and sauerkraut. SPECIALS: porcupine meatballs, pota-

toes, salad chuckwagon and fries; ham salad and soup; Mexican fiesta.

Thursday, July 16 — beef noodle soup; chicken stew; Swiss steak. SPECIALS: Swiss steak, potatoes, vegetables; bratwurst and fries; tuna salad and soup.

Friday, July 17 — chicken gumbo soup; macaroni and cheese; ham patty. SPECIALS: ham patty, macaroni salad, vegetable; batter dipped fish, macaroni and cheese; egg salad and soup.

ADLETS

FOR SALE

'80 COACHMAN TENT CAMPER, nvr used, slps 4, furn, refrig, stv, wtr, \$1,800. 1-728-9606.

'79 PICKUP TRUCK, low mileage; patio storm door, 72"x80". 485-1707.

OIL BURNER FURNACE, Tank, 150 gal. oil. 483-8347.

'74 KAWASAKI 900, like new. 747-0661.

OLD RECORDS 78 rpm; National Geographics. 745-5868.

'75 SCIROCCO CAR, 4 spd, new brakes & tires, AM-FM stereo, \$1695. 745-9271.

FIR FLOORING, 117 boards 34" x 3 1/4 x 10', 341 sq. ft. coverage. Bargain. 432-6297.

BIKE CARRIER, Schwinn hoop style, like new. \$20. 747-9849.

23' TRAILER with awning, ex. cond., shower, sleeps six. 1-657-5334.

25' TRAVEL TRAILER, self-cont., lg refrig, bed in back, \$2800. 639-6252 or 747-9486.

GAS STOVE, Sears avocado, like new, \$165. 747-9849.

CHAIR, wing backed, green-gold, \$15. 745-3533.

WATER SKIS, shorty, 4 ft. perfect, \$15. 432-4933.

'74 GT VEGA, nice runner, a real buy. 747-3778 after 4 p.m.

MOPED, Moto Biacane, ex. cond. 700 mi. \$300 firm. 745-7161.

GE AIR CONDITIONERS (2), 4000 BTU, nice, \$75 each. 426-4485.

BUNK BEDS, \$50. 749-0727.

BUNK BEDS, 5 dwr chest, ladies golf clubs & bag. 447-3110.

ELECTRIC STOVE and water heater, 40 gal., \$40. 745-1973.

BEDROOM SUITE, girl's white French provincial, \$475. 244-7193 eve.

LEAF WORMS, \$2 per 100. 424-8351.

TABLE SAW, Sears best, 10" with ext., table w/casters. 482-1496 after 6 p.m.

HONDA CB 100 street cycle; 2.25-16 cycle tire, sold separately. 745-2513.

BOAT, 12' aluminum motor. 456-2873.

HOUSE PLUS 5 ACRES, Lg. Col. brick ranch, A/C, 3 BR, 2 Baths, pole barn. 1-356-4167.

REFRIGERATOR, lake or second, 15 cu. ft. \$150. 441-7683 after 5 p.m.

STOVE, GE elec., 2 ovens 40", clean, \$75. 749-8797.

GARAGE SALE, 3030 Castle, No. of Tillman off Hessen Cassel, 9-5, July 16-18.

CLARINET, B-flat Conn, recond. w/case, \$75. 485-8562.

TAP SHOES, Capezio. sz. 8, character heels for adv. student, \$12. 485-8562.

CHRYSLER SEA KING, 9.6 HP., low hours, ex. cond. \$495. 637-3853.

COMIC BOOKS, lots of Richie Rich, 130/\$15. 447-6247.

PRIVACY FENCE, 60 ft., 6 ft. high, \$60. 422-7754 after 4 p.m.

'71 CAMINO, low miles, good tires & motor, best offer. 424-6531.

SOFA AND CHAIR, needs recovering, \$25; chicken nests \$5. 447-1605.

MICRO-WAVE RANGE, GE gold, 30". 486-2075.

CARPET, 12x12, blue-green shag; ex. cond. \$25. 485-8562.

GARAGE SALE, July 10, 11 & 12, 5717 Graber Dr., off Rothman Rd.

FOR RENT

HOUSE, 4 bdroom, 2 bath, bsmt, garage, fenced yard, only \$200 month. 747-4066.

STUDIO APT., \$40 week, utilities included, 1839 Broadway. 442-4193.

WANTED

DESK, girl's roller skates, sz. 8. 639-3695.

SINGLE CAR secure garage space, Northeast. 486-3849.

FIDDLE PLAYER, must be retired, to play in C&W Band (4-5 pc) 747-2645 after 4 p.m.

CLOSED LUGGAGE CARRIER for '80 Plymouth Volare. 747-3681.

STORAGE BLDG., small, reas., gd. cond. 484-4391.

FREE

KITTEN. 447-2826.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

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|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Broadway, Winter Street supervisors take part

Foreman Modeling aims at improving on-job communications

"I think the Foreman Modeling Course helped me learn to deal with people better," says Babe Gephart, foreman in the winding area at General Purpose Motor, Winter Street.

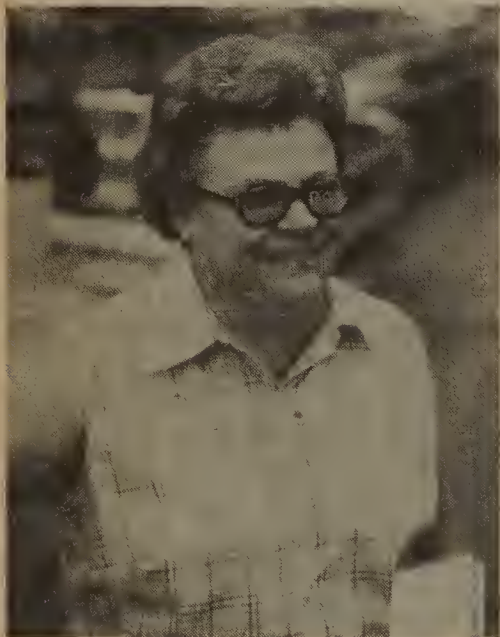
Jeff Langley, endshield machining area foreman at Winter Street, says, "What Foreman Modeling basically had to say was treat people like people, and we'll all be better off."

In the past seven months, 22 GPM foremen at Winter Street and Broadway locations have taken the course taught by Bill McShain, manager of employee relations at GPM.

Communications stressed

"The purpose of the course is to enhance the people-management skills of our foremen with a special emphasis on improving communications," says McShain.

"We operate in a very competitive environment which requires us to improve productivity and the quality of products if we are to pros-



Babe Gephart, foreman at GPM Winter Street, says an important part of on-the-job communicating is to "put yourself in the other person's place before you act."

'What Foreman Modeling basically had to say was treat people like people.'

per as a business and provide jobs for people.

"An effective way of achieving our goal is through the cooperation and support of everyone who works here."

The course involves a series of six two-hour sessions dealing with everyday factory situations. Foremen watch film clips of "model" foremen doing such things as teaching an employee a new job, discussing a performance problem and giving recognition for a job well done.

The foremen then take turns acting out the roles of supervisor and employee in similar situations.

"This role playing provides immediate reactions to different behaviors," notes McShain.

The foremen then discuss how they felt as supervisor and employee, what they did right and wrong and how they can improve their effectiveness.

Pitfalls to be avoided

These encounters highlight supervisory pitfalls to be avoided, such as taking actions based on hearsay or assumptions and putting excessive emphasis on fixing blame rather than trying to solve problems.

The course demonstrates that reacting openly and honestly is preferable to reacting defensively, McShain points out.

Here's how some of the foremen reacted to the most recent course at Winter Street:

Babe Gephart, who took the course in May, says, "The course was real good. Now, even though I have 60 people in my area, I try to stop and think before I talk to someone. I try to put myself in the other



Jeff Langley, (left) foreman in the endshield machining area at Winter Street GPM, listens as Ron Mee explains a quality concern. Langley says he believes it's important for supervisors to be good listeners. The Foreman Modeling course at GPM stresses the importance of open, honest communications on the job.

person's place and try to let each person feel part of what's going on."

Unlike Babe, Jeff Langley is new to his job as foreman.

"The course basically dealt with ways to handle situations so that everybody wins," he says. "It reinforced some of the things I've been trying to do on the job all along."

Jeff says he thinks it is important that both employee and supervisor get to talk and exchange views.

"Many of the people in my area

have more experience than I do, and often come up with ideas that will help us. Most times it is far better to listen than to go around telling people to do this or do that."

Jeff also points out that it's important for supervisors to take time to give employees feedback about how they are doing their jobs. "It's important to tell people when they're doing a good job," he says.

He noted that "GE is making more of an effort to get employees involved in the business."

Steinmetz Awards to honor technical achievers at GE

Two top technical people in engineering or science in the Industrial Products and Components Sector will receive special recognition this year for their outstanding technical contributions to the General Electric Company and to society, James A. Baker, executive vice president and sector executive, announced today.

Named for famous engineer

The Charles P. Steinmetz Awards, named for the GE electrical engineer who achieved fame as the mathematical genius of the early

electrical industry, are granted every two years to GE men and women who have distinguished themselves through unusual technical achievement.

Winners of the 10 Steinmetz Awards — two from each of the company's sector-level operations (except Utah International) — will be jointly honored in October at a special banquet at corporate headquarters in Fairfield, Conn.

Each will receive an engraved silver medal and have their names inscribed on plaques displayed at corporate headquarters.

The company also will make a \$5,000 contribution in each winner's name to the college of his or her choice for the furtherance of education in engineering or science.

"General Electric engineers and scientists constitute one of the strongest teams of technical people ever assembled anywhere at any time," Baker pointed out.

All GE engineers and scientists are eligible for Steinmetz Awards. Criteria for selection will include individual achievement over a sustained period, patents, publications, and recognition by fellow employees or professional groups.

Technical contributions

Although managers of technical work may qualify for the awards, they will be judged on the basis of their individual technical contributions.

The Industrial Sector's committee, headed by Ira Pence, manager of advanced electronics, Industrial Electronics Development Laboratory, will solicit nominations from professional technical personnel throughout the sector in the near future.

Final selection will be made by the sector executive on the recommendations of the committee.

An employee can receive only one Steinmetz Award in his or her career. However, once an individual has been nominated, he or she will remain an active candidate for the award while employed by GE.

"A giant in the field, Steinmetz used mathematical analysis to grapple with problems of magnetism and alternating current and, by the age of 30, had achieved national prominence," Baker noted. "During his career, his inventions won him more than 200 patents."

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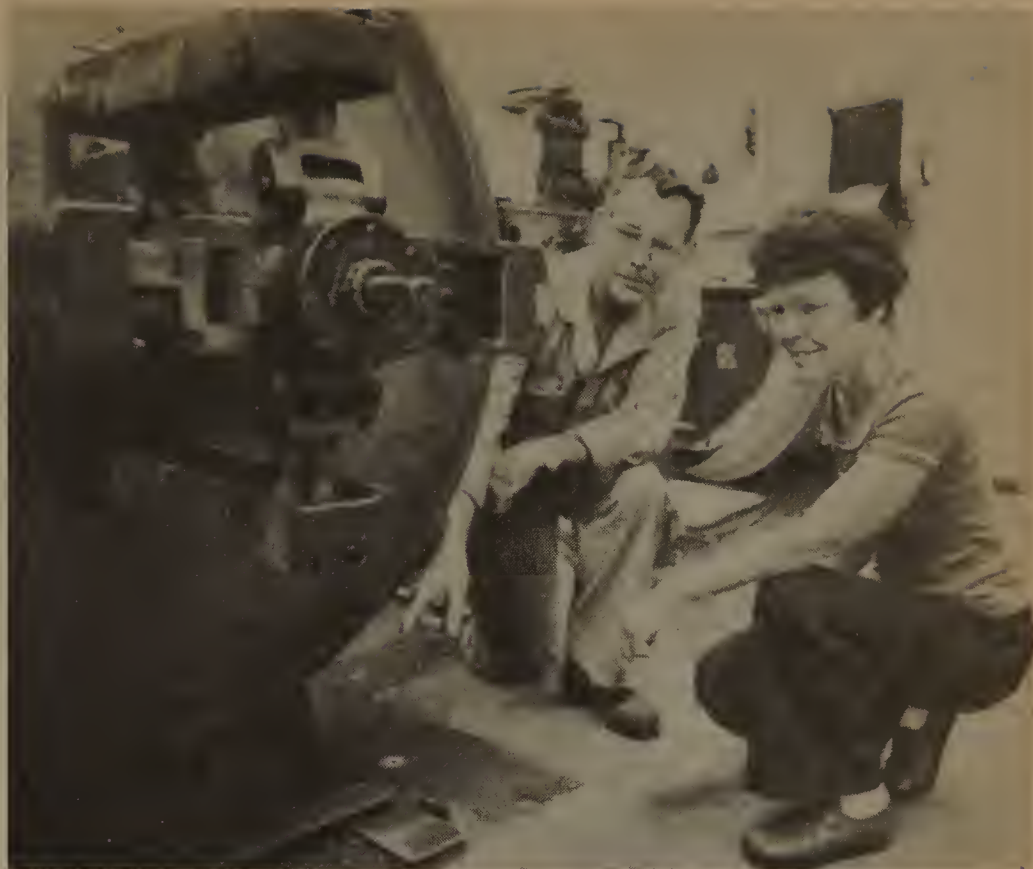
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Charlie Kuntz, (left) industrial arts teacher at South Side High School, watches as **Stan Wisniewski** (center) and **Lorenzo Kinnie** describe the stator dip operation at HMO, Building 17-3. The instruction was part of the Educators in Industry program conducted at GE the past two weeks.



Wally Castle, GE Area Services, shows Salamonie Junior High School teacher Maryalice "Kelly" Glenn how he is repairing a punch press dereeler in Building 4-1. Kelly "shadowed" Wally to find out more about the skills needed in industry today.

Teachers learn from GE people

"What impressed me most was how diversified GE is," said Maryalice "Kelly" Glenn, a home economics teacher at Salamonie Junior High in Huntington County.

"I didn't realize there was such a wide range of occupations," noted Charlie Kuntz, industrial arts teacher at South Side High School. "The sheer size of the GE operation in Fort Wayne is impressive."

Those were the reactions of two of the 30 teachers and counselors who participated in the Educators in Industry Program that ended last week.

About 120 GE employees helped teach the teachers in panel discussions and through shadowing experiences, said program coordinator Ed Stratton. At the end of the two-week course the educators prepared projects to help improve career education opportunities for school children in the Fort Wayne area.

Opportunities noted

"I'd never had the opportunity to visit a factory before. I wish I could spend two more weeks here," said Glenn.

"It impressed me that if people are unhappy with their jobs at GE, they can JUMP or POP for another job. You can't do that in a school system like ours.

"All the employees I talked to were happy with their jobs. They were interesting and cooperative people. Informative, too."

She said she intends to use her experiences at GE to improve her career education efforts at Salamonie.

"I think junior high school is a crucial time to supply kids with career guidance. It's important to get them thinking about careers."

"The people are impressive. They're efficient in their work," said Kuntz. (Related story on Page 2.)

General Electric News

JULY 17, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 27

Sales generally better than 1980

'Sluggish market' expected for GE motors

What is the sales and employment outlook for the rest of 1981?

When it comes to Fort Wayne GE motor businesses, a lot depends on what markets your production area serves, says Dick Kirk, manager of sales planning for Components Sales Department.

"The market outlook for motors made in Fort Wayne and for the Component Motor Division as a whole is positive compared to 1980," says Kirk. "But the outlook continues to show contrasts of strength and weakness."

For motors that serve consumer markets, air conditioning has been

the source of strong sales in the first half of 1981. The reason is that manufacturers made a major thrust to rebuild inventories depleted by last summer's heat wave.

Seasonal market declines

But the air conditioning market is seasonal and order rates from GE motor customers have been declining as expected for this time of year.

"Room air conditioner production is expected to be about one-third of the first-half rate," says Kirk. "Central air conditioning this year will be stronger than it was the second half of 1980, and that's good news for Hermetic Motor and Specialty

Motor departments."

Kirk noted that commercial markets are showing some signs of improvement in air-moving products, some business equipment products and center-pivot irrigation systems.

On the negative side, high interest rates continue to stifle farm equipment distributor inventories, and domestic pump sales related to housing have been cut severely.

"In summary," Kirk says, "We are looking for a better second half than 1980. But it certainly won't be a period of robust sales."

"A sluggish market is expected until the first quarter of 1982."

Larsen's vacation: Nat'l Scout Jamboree

John Larsen, an advanced manufacturing engineer at GPM Taylor Street, will spend his vacation Shutdown making sure 1,000 Scouts have a great time at the 1981 National Scout Jamboree.

He will serve as activities officer for all Indiana Scouts camping at Fort A.P. Hill, Va.

The jamboree will host upwards of 30,000 Scouts July 29 through Aug. 4, but John plans to arrive early and stay late to ensure he fulfills the Scout motto: "Always be prepared."

Preparing for 1,000 Hoosier Scouts has taken a year of planning.

See SCOUTING, Page 4.



Being prepared for anything is part of John Larsen's job as subcamp activities director for the National Scout Jamboree during vacation Shutdown. Here he is at the Schust Scout Center on Taylor Street. Scouting is one of many activities supported by GE employees' United Way contributions.

Computers, world competition shape jobs outlook for Fort Wayne

What will the Fort Wayne job market be like in 1991?

"Computers will be everywhere. In the office. In the shop. In the home."

"It's possible that new employers in the city could be subsidiaries of Japanese or other foreign firms."

"Many of the jobs that will employ people in 1991 don't even exist today."

Those were some of the views of the future presented last week to teachers in GE's Educators in Industry Program.

Representatives of some of the city's top employers, from J C Penney to Lincoln National Life to General Electric tried to give the educators a realistic picture of the future so that they can improve career education in local schools.

The common theme was that the 1980s will bring a new era of technological change that will affect the way employees do their jobs.

Technology changing jobs

Each member of the panel noted that the computer already has changed many jobs. At Lincoln National Life, where a robot delivers internal mail, the paper chase will not last forever. Dr. Charles Bolyard, director of psychological services there, said the paper shufflers will eventually become computer operators.

Such progress, he noted, will require a work force that can adapt to changing technology. He said it is important for educators to develop people who are flexible to change, who are willing to get involved in their work and who have a personal sense of control.



Thirty Fort Wayne area educators listen to a panel of professionals give their views on how jobs will change during the 1980s. The teachers plan to use their insights from the Educators in Industry Program to improve career education.



Educator Don Evans (left) listens as Carolyn Schutt explains her job as drafting and requisition specialist in Building 4-6. Manufacturing engineer Dan Lambert (right) assisted teachers in "shadowing" technical exempt employees at GE.

Tom Latchem, former executive director of the Fort Wayne Horizons Economic Development Council, said prospective employers are looking for the same thing when choosing a new plant location — a good work ethic.

He noted that parents and teachers can help develop a good work attitude by setting examples.

"Somehow we've got to teach people to give a good day's work for a good day's pay," he said.

Latchem said the future of the job market in Fort Wayne will depend on the city's ability to attract small companies with the potential for growth.

"In general, the small companies are creating the jobs, while large corporations are cutting back and

retooling to meet international competition."

City must think worldwide

Latchem added, "We should not limit our horizons in Fort Wayne, but think worldwide. Fort Wayne is a well-kept secret that needs to be told to the world."

The teachers asked what skills local employers find lacking in people who come looking for employment.

Les Steidl, store manager for J C Penney at Glenbrook, replied, "With the computer playing such a big part, people need to understand basic math, ratios and percentages to use today's equipment."

Steve Jacob, assistant editor of the Journal-Gazette, noted that the computerized newsroom still re-

quires the basics of grammar and spelling.

Chuck Welch, manager of communication and relations planning at GE, said, "Discipline learned in the home and in the classroom later gets translated into a sense of responsibility on the job."

Why people are fired

Bolyard of Lincoln National noted that "85 percent of the people who are fired lose their jobs because they don't know how to get along with others."

Rick Mirable, personnel administrator for General Telephone and Electronics agreed that the workers of tomorrow will need technical skills, human relations skills and willingness to change to succeed in the job market of the 1980s.

Park discounts available here

Discount tickets to Midwest amusement parks are available to GE Credit Union members at the Credit Union, which will remain open during Shutdown from 9 a.m. to 5 p.m. Monday through Friday.

Passes for GE at King's Island will not be available to Fort Wayne area GE employees this summer.

New GE Club officers elected

Results of the recent GE Club election of officers were as follows:

President Duane Miller, plant protection; First Vice President Carl Brandt, retired; Second Vice President Helen Thieme, Taylor Street; Secretary Judy Schrock, Building 19-1; Director Glenn Seabold, retired.

The GE Club will be closed July 19 through Aug. 9.

Quest for technological excellence featured in summer Investor magazine

General Electric's leadership in the quest for technological excellence is the theme of the summer issue of the *Investor* magazine currently being distributed to GE share owners. The issue starts with a cover photo of one of the newest GE products — a microcircuit device produced by Intersil, Inc. Immediately inside are GE Chairman Jack Welch's comments from the 1981 Statutory Meeting, followed by profiles of "high-technology" GE businesses.

Making quality indisputable

Welch summed up his report by telling attendees that "General Electric is already a world-class company, with one of the greatest reputations in world business. I am asking all my associates, in GE offices and laboratories and factories, to take that reputation up several notches, to a point where, in the world's assessment, our quality — our excellence — are not issues for conjecture, but indisputable facts."

Investor coverage of the company's technology starts with reports from employees of GE's newest subsidiaries — Intersil, Inc., and Calma Company. Richard Hood, Intersil's director of product and test engineering, tells *Investor* readers how the 3,000-employee firm based in Cupertino, Calif., became one of the world's major producers of integrated circuits. Each of the fingernail-sized silicon chips produced by the firm contains circuitry far more powerful than the first computers.

Leading growth business

"Competition is fierce," Hood explains. "It's a roller-coaster kind of business, and many companies haven't stayed on the track. Nevertheless, the electronics industry is a leading growth area in an otherwise rather flaccid economy. It's Intersil's mission to help customers and General Electric overcome various constraints on productivity by tapping the contagious, innovative and pioneering spirit for which this industry is famous."

Calma is headquartered just minutes away from Intersil in Sunnyvale, Calif. Systems writer Rebecca Costa explains how Calma's computer-aided design and manufacturing systems boost productivity. "In industry today, more and more engineers and draftsmen are visualizing their thoughts electronically, using computer-aided graphics . . . Using Calma systems, engineers and draftsmen are doing things they couldn't possibly do before. They're assembling parts in simulation, rotating the parts for views from other angles, checking for clearances and tolerances, and using the same data base to create parts programs to make the components."

Other applications of technology highlighted in the summer *Investor* include those in Medical Systems, Major Appliances, Television, Steam Turbine-Generator, and Aircraft Engine.

The issue closes by offering readers a look at the newest services offered by the GE Credit Corporation.

40 years of service . . .



John Leffers
Winter St., GPM



Don Ertel
Winter St., GPM



Roy Molthan
Area Services



Jeanette Breinfalk
HMO, Building 17

Westinghouse seeks productivity improvements

"Westinghouse has become widely recognized as a corporation with one of the most far-reaching productivity improvement programs in American industry," Chairman Robert E. Kirby told Westinghouse stockholders at their recent annual meeting.

Westinghouse competes with GE in motor and transformer markets.

Kirby noted that Westinghouse's rate of productivity improvement is far ahead of the average of U.S. manufacturers.

To increase productivity and

profit margins of the company, Kirby said, will require large capital investments.

"We believe these investments are vital to the continued profitable growth of Westinghouse."

Westinghouse is creating a Corporate Productivity Center near Pittsburgh and spent \$446 million for modernizing and building new plants in 1980.

Like many manufacturers worldwide, Westinghouse is expanding international sales efforts. In 1980, 27 percent of Westinghouse sales came from overseas markets.

Retiring to farm life

Murray Sherman retired July 1 with 40 years of service. He began his GE career in preliminary gap test at Transformer. His final assignment was factory process at STD in Building 26 Broadway. "I enjoyed working at GE. I made a lot of friends. I will stay on the farm and enjoy nature."



Adlet deadline noon, Aug. 3

Because of the vacation Shutdown, the next issue of the GE News will be published Aug. 7. The deadline for submitting Adlets for that issue is noon, Monday, Aug. 3.

Golf Corner

By Roy Brokaw

John Elliott's 72 wins GE golf tourney

John Elliott won the annual GE Club Tournament last Saturday at the Brookwood Golf Course. The winners in the various categories were:

Low Gross: A Flight, John Elliott 72; B Flight, Leon Lahrman 84; C Flight, Cal Hapner 86.

Low Net: A Flight, Jack Lemon 65; B Flight, Tom Bear 68; C Flight, John Pcolinski 65.

Blind Bogey: A Flight, Dick Parlow 66; B Flight, Scott Gray 55; C Flight, Web Simpson 61.

Closest To The Pin On The 8th Hole: Mel Wheeler, Decatur GE, 8 feet. **Closest To The Pin On The 14th Hole:** Kerry Doepke, 3 feet.

Longest Drive On The 18th Hole: Larry Phillips, 270 yards.

Other scores under 80 were: Dick Parlow 75, Jack Lemon 77, Roy Brokaw 78, Dick MacLeod 79.

Cash and merchandise prizes may be picked up at the GE Club today or after Shutdown.

Men's Golf League Low Scores: Dick MacLeod 37, Roy Brokaw 37, 39, Bill Poole 38, Jim Schwartz 38, Gary Pickett 39, Kenny Bainbridge 39, Russ Kinsey 39.

Ladies Golf League Results: Low Scores: Nancy Dusing 43, Barbara Pritchard 45, Flo Stocko 49. **Low Gross:** Nancy Dusing.

Low Net: Barbara Pritchard. **Low Putts:** Ilene Emlich. Nancy's 43 is the lowest score recorded in the Ladies League this year.

Birdies: Dick MacLeod (2), Bill Poole (2), Gary Pickett (2), Larry Schindeldecker (2), Roy Brokaw (2), Jack Cahill (2), Jim Closson (2), Jim Schwartz, Lyle Johns, Stan Reidenbach, Mel Guillaume, Ted Lauterberg, John Segyde, Norm Pape, Russ Kinsey, Glenn Cole.

Sandbagger of the Week: Lynn Wilson 49, 10 strokes under his average.

Putter of the Week: Gaylord Gerke, Don Ross and Merle Keesler. All three players had 13 putts.

Gray's grand slam highlights softball

Scott Gray's grand slam home run highlighted play in the GE Softball League last week.

Recent results were as follows: Winter Street 17, Quality Makers 7; Decatur 16, Winter Street 15; Thirty Horde 19, Quality Makers 17; Taylor Street 8, Thirsty Horde 7.

Decatur leads the league with a 7-3 record, followed by Winter Street, 6-4, and a three way tie for third place between Taylor Street, Thirsty Horde and Quality Makers, 4-6.

General Electric News

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ADLETS

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GE ELECTRIC STOVE, almond, very good cond., \$75. 424-4336.

GARAGE SALE, 4917 Madiera Dr., July 20-22.

WASHER, \$50; gas dryer, \$50; oil furnace & tanks. 625-3266.

SNOW THROWER, 5 HP, still in box, \$400. 1-592-7279.

CEMETERY LOTS, 4, Old Concordia, \$300 ea. 745-5842.

'72 HONDA CB-100, overhauled, new batt. 749-0222.

TOASTER, ex. cond., \$8. 456-8506.

14" HOMELITE CHAIN SAW, ex. chain; ping pong tbl. 432-6150.

EXERCISE BIKE. 484-6369.

RIDING MOWER, 7 HP, 25", Ward's, \$175 or offer. 445-8443.

HOUSE, priced to sell, no profit, near GE. 456-8303.

BICYCLE EXERCISER, ex. cond., \$45. 747-4745.

COCKER SPANIEL, 1 yr., male, great with kids, \$25. 1-357-3804.

'72 OLDS 98, ex. cond., full pwr, hitch, 4 dr., hdtpl., bst offer. 747-0241.

'66 NOVA SS, no mtr or transmission. 483-8371.

DECORATIVE ROD, 54"-96"; drapes, 92"x82", open weave. 432-8644.

WALNUT DESK & CHAIR, needlepoint seat, \$30; 4' wood ladder. 456-5624.

PONY SADDLE, like new. 672-2900.

'76 FORD TRUCK, small V-8, new tires, bwn. 1-597-7374.

'78 VOLARE, 6 cyl, auto, air, new radial tires, 20 (plus) MPG, \$2,895. 747-2169.

TORO RIDING MOWER. 432-0274.

'76 SUPERGLIDE FXE, low mileage, blk, extras. 1-419-263-2984.

OLDS CUTLASS SEAT, frt, gold cloth, good cond, reas. 749-0298.

'73 DODGE CHARGER, PS, PB, ex. cond., \$1,100. 489-6018.

'61 CORVAIR, Lakewood; '66 Chev. window van, runs good. 1-347-1794.

6 HP JOHNSON MOTOR w-long shaft, only on third five gal. tank of gas, \$400. 484-6116.

1-2 MICS with cases, Starrett 0-1 & Browne & Sharpe. 485-4449.

'80 KAWASAKI 440 LTD, blk & slvr, very good cond., \$1,500. 489-4281.

OXIDIZING IRON FILTER w-auto. timer, Sears, \$50. 483-7778.

FOUR BEDROOM HOME, 1 1/2 baths, fireplace, fenced yard, terms. 447-5384.

ALUMINUM FISHING BOAT, 12', \$100 or bst offer. 456-2528.

MAPLE TWIN BEDS w-matt. & springs; elec. dryer. 432-2896.

POODLES, 3: 1, 7 mos; 2, 2 mos., apricot. 422-5253.

WANTED

AIR CONDITIONER, 6,000 BTU; dial telephone. 456-1769.

BOX SPRINGS, queen sz, clean; used glass grinder for stained glass. 456-1795.

SHARE RIDE TO ORLANDO, FLORIDA about mid-August. 432-4496.

STAIR BANISTER, wood. 744-5616.

LIONEL & American Flyer trains, any cond. 1-724-8011.

FOR RENT

ONE BDRM APT., stv, ref., clean, \$145. 745-1973.

SERVICE

HORSE BOARDING w-inside riding arena, off 327 on N. County Line Rd. 637-8456.

SPRAYED TEXTURED CEILINGS, glitter or colors. 456-3848.

FOUND

SILVER CHAIN w-child's picture, near Bldg. 20, Ext. 2279.

FREE

MEDIUM SIZE DOG, gets along w-children. 639-3404.

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Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Latest pay increase adds \$4 million to payroll costs

June 29's pay raises for hourly and nonexempt-salaried employees have added approximately \$4 million to yearly operating costs at the Fort Wayne GE location, says Tom Callant, manager of compensation.

Callant pointed out that this figure includes not only the direct additions to employees' pay, but also increases in the cost of benefits tied to pay. GE is now paying more into funds supporting the employee benefits plans, such as the GE Pension Trust, and more to the govern-

ment for Social Security coverage.

These pay increases lift the average straight-time paid rates to \$9.30 per hour in this location. This is 28 percent higher than on July 1, 1979, the day before the 1979-82 job-improvement package began to take effect.

Most hourly and nonexempt-salaried employees on the payroll since July 1, 1979 have seen about \$4,000 added to their annual earnings just as a result of general and cost-of-living pay increases.



Mel Smith, president of the Three Rivers Festival Executive Board, rides a classic car down the crowded festival parade route.

Paychecks available during Shutdown

Hourly payroll checks will be available to employees during the vacation Shutdown on Wednesday, July 22 and Wednesday, July 29 from 8:30 to 11:30 a.m. at the following locations:

Taylor Street employees — west gate house, Taylor Street.

Winter Street employees — gate house, Winter Street.

West Broadway employees — west gate house, Broadway.

East Broadway employees — Lindley Street gate house.

Positive identification must be presented before any checks can be released, and checks can be claimed only by the employee. Checks not claimed will be released on Monday, Aug. 3.

Plant gate schedule announced

For persons who have business at Fort Wayne GE plant locations during Shutdown, here is the gate schedule for the next two weeks:

West Broadway Gate - 19 Gate: Open 7 days a week, 24 hours a day.

East Broadway Gate: Closed both weeks.

Lindley Gate: Open Monday through Friday, 6 a.m. to midnight. Open Saturday, 6 a.m. to 4 p.m.

Fairfield Gate: Open Monday through Friday, 6 a.m. to 6 p.m.

College Gate: Open Monday through Friday, 6 a.m. to 6 p.m.

Copier Power Supply makes cost cuts

"We achieved a very favorable cost reduction trend in June that should put the Copier Power Supply business in better shape for the rest of 1981," said Tom West, manager of the Fort Wayne Copier Power Supply operation at a cost reduction outing last week.

The Copier Power Supply business underwent a transition period the first half of the year as it separated from Specialty Transformer. Both the Copier Power Supply business and the Computer Venture are under the direction of Bruce McDonald.

"Our costs of scrap and rework are declining, while shop efficiency and product quality are improving,"

West told salaried employees.

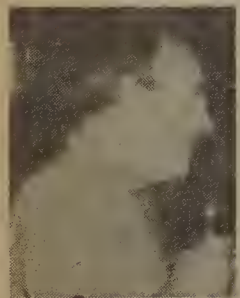
Part of the cost reduction effort are significant new investments in process and testing equipment.

West noted that although a major rearrangement has been postponed, "we are completing the installation of automatic insertion equipment for printed wire boards. During Shutdown, a new solder machine for printed wire boards will be installed."

Also, new test equipment for Copier Power Supply is expected to arrive later this year.

Meanwhile development of new products is continuing in the Computer Venture.

"We've just announced our first product family into the market place," said West. It consists of 300, 400 and 500 watt switching power supplies for computer and related applications. (Next issue: STD.)



Tom West

Smith helps make festival fly

Sunday night when all that remains of the 13th Annual Three Rivers Festival are ribbons of smoke from the fireworks display downtown, Mel Smith of HMO will finally be able to relax and enjoy vacation Shutdown.

For the past year, Mel, a supervisor in Building 17-3, has served as president of the Three Rivers Festival Executive Board.

Next to the Indianapolis 500, it is the biggest happening of its kind in Indiana, with a budget of \$100,000 and 4,000 volunteers like Mel making it bigger each year.

A former director of Black Expo in Fort Wayne and a member of the Board of Zoning Appeal and the City Plan Commission, Mel says, "I try to take the dedication to progress that GE stands for and apply it to the community."

Mel believes the exposure Fort Wayne receives during the festival can only help the community grow.

"We get a lot of state and national attention for such events as the raft race, car auction, the international village and the marathon," he notes.

As soon as the festival ends, planning will begin for next year's events.

"It's a lot of work and a lot of responsibility, but it's been rewarding," says Mel. "A lot of good people donate their time and that's what makes it fit together."

Mel says GE has been responsive to his occasional needs to meet with city officials.

"Like running a business, it takes total involvement to make the festival work. What makes it satisfying is to see families enjoying themselves."

Scouting

Continued from Page 1.

"The logistics of this operation are just tremendous," says John, but he's had experience. He's been involved in Scouting since he was a boy and was Scoutmaster at the World Jamboree in Japan in 1971. All four of his sons are Eagle Scouts.

"I've been to world jamborees before, and the spirit that develops between kids of all nations is just unbelievable. But this is my first national jamboree," says John.

Part of the logistics is planning the 21,000 meals the Scouts in his primitive subcamp will eat, but the

biggest challenge will be in making the experience a moving and meaningful one for each and every Scout.

"They all come here with such high expectations of fun and adventure. It's up to us to provide the activities that will create the contagious enthusiasm that makes a jamboree a once-in-a-lifetime experience."

John Larsen is one of thousands of Fort Wayne GE employees who will scatter across the U.S. to enjoy vacation Shutdown. With them will go \$3 million in vacation pay. GE benefits also will continue to serve employees during the Shutdown period.

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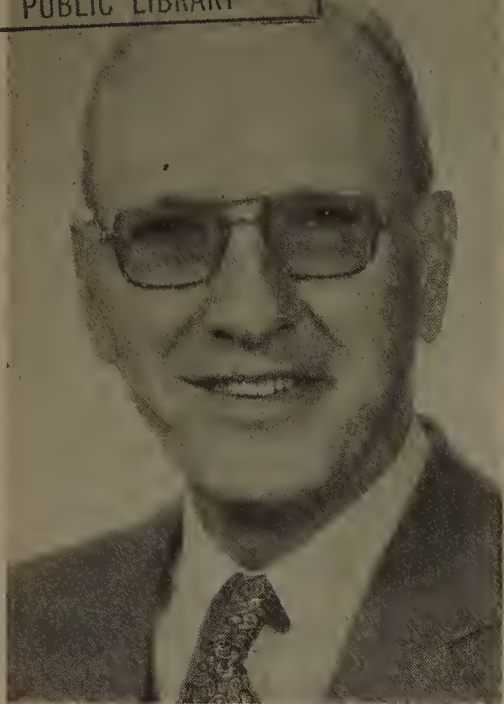
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INDIANA COLLECTION



Don Barlow, CSD general manager, retires.

Barlow retires, led CSD for 13 years

Don Barlow will retire at the end of August as general manager of Components Sales Department, a position he has held since 1968.

CSD, with headquarters in Building 18-5, sells products for over 20 GE product departments including all motor and transformer businesses located in Fort Wayne.

Barlow joined the company on the Test Program in 1945. Among the positions he has held are CSD district manager, 1960-64, and manager of marketing for SMD, 1964-68.

During Barlow's tenure, CSD's mission has been to serve not only GE customers, but also client product departments by growing their sales and market shares and improving the productivity of CSD's widespread sales organization.

"The fact that our image and rating are good and we are a viable sales organization after 20 years of existence is most satisfying to me," says Barlow.

CSD has remained a vital sales force by effectively responding to the changing needs of its customers and clients.

Competition strengthens

"GE's competition has increased in recent years and market acceptance of their components has improved," Barlow notes. "As a company, we have had to stress productivity to remain competitive against companies with plants in the South, where manufacturing costs are lower."

The most recent change CSD has made was to assume responsibility for all motor sales to distributors.

In the future, Barlow expects international competition to be more aggressive and play a bigger role in GE's component markets.

Asked what the future holds for Don Barlow, he replied, "Time for all the things I've been postponing — a little tennis, golf, fishing and travel."

To head GE's aerospace group

Farnsworth leaving Fort Wayne

George B. Farnsworth has been elected senior vice president and group executive for GE's Aerospace Business Group with headquarters in Valley Forge, Pa. His new assignment is effective Sept. 1.

Since December 1977, Farnsworth has served as vice president and general manager of the Component Motor Division, which includes GPM, SMD and HMD in Fort Wayne.

For the past 3½ years, he has been GE's Fort Wayne area executive, with overall responsibility for the company's community relationships and facilities in Fort Wayne.

Farnsworth's new assignment is one of a number announced

earlier this week as part of the restructuring of the company's businesses.

The realignment of GE's sector organization reflects the company's strategic focus on rapid expansion of its electronics capability and pursuit of growing opportunities in the services businesses.

GE Chairman John F. Welch said Monday, "We've made a commitment to customers on quality and to share owners on innovative, profitable growth through technological leadership and improved productivity.

"We're putting the organization and the people in place to meet these strategic goals."



George Farnsworth will assume his new assignment in Valley Forge, Pa. next month.

General Electric News

AUGUST 7, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 28

Outlook: SMD General Manager Marcel Joseph

Strong 3rd Qtr. orders blunt Sect. 15 seasonal drop

Last year at this time a declining housing market substantially reduced Specialty Motor business in Section 15 at Taylor Street.

This year it has been a different story in spite of a further drop in new housing. Marcel Joseph, general manager of SMD, tells why in the following interview with the GE News. He also outlines prospects for the rest of 1981.

GE News: How do you explain the return of business and jobs at SMD, Taylor Street, in the face of a poor market for housing? After all, many of your motors are used in air conditioning units for homes.

Joseph: The high cost of home mortgages has caused further slides in the housing market the first half of this year. What helped us was the heat wave late last summer. This de-

pleted inventories of our customers in the air conditioning business.

Fortunately, our customer requirements to replace depleted inventories have kept their line rates exceptionally strong the first half of this year.

In addition, the new ceiling fan market is expanding rapidly. This is placing heavy pressure on the motor industry in meeting customer requirements for 39 frame motors such as we build at Taylor Street.

GE News: What is the outlook for the remainder of 1981?

Joseph: The normal seasonal decline is expected to be less than in past years. We expect business to be down moderately in the second half with the third quarter remaining quite strong.

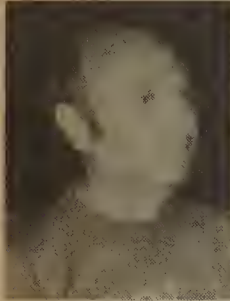
Warm temperatures in June and July have stimulated sales of room and central air conditioners and many of our customers plan to resume production, after their vacation shutdowns, at rates higher than usual for this time of year. This has strengthened the second half and our sales expectations are higher than we previously anticipated.

GE News: Who are some of the customers buying motors made at Taylor Street?

Joseph: We sell to original equipment manufacturers such as Carrier, Lennox and York. These customers produce central heating and air conditioning equipment which includes furnaces and the condenser units you see outside homes for central air conditioning and heat pumps.



"We've been busy," says Kent Kessler as he packs motors at Specialty Motor Department's Taylor Street plant for shipment to customers serving the air conditioning market. Hot weather this summer has combined with other market factors to brighten the outlook for business and employment at Section 15 the second half of the year.

First half 'sluggish'**STD boosts promises kept**

Dan Lovinger

"Quality of performance by Specialty Transformer people enabled the department to hit budgeted income targets in the first six months of this year despite a sluggish market." That is the message Dan Lovinger, general manager of STD, gave salaried employees at the annual cost reduction outing last month.

He cited good control of quality costs and improved efficiency in the factory as major contributors to first half performance.

"We have also improved service to customers by shipping on time on over 85 percent of our promises, and

our new Stabiltron and other power conditioning products are enabling us to expand the base of customers we sell to," Lovinger said.

He thanked all exempt employees for their above-budget cost reduction results and voluntary "extra effort" work schedule the past several weeks, that helped end the first half on a strong trend.

Making budget in the July through December period will be an even tougher challenge.

"The same emphasis on productivity and total quality, including quality products, quality service and personal excellence by every individual, plus a forecast upturn in transformer markets, will be needed to finish the year in a favorable position. With your team effort, we'll make it happen," he concluded.

June prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in June. The Long Term Interest Fund price for the last day of the month is also shown as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate		Long Term Fund Price	YTD Annual Income Rate
				1980	1981		
January	\$61.863	\$29.643	\$10.00	10.9%	13.1%	\$9.31	14.1%
February	63.118	28.834	10.00	10.9	13.1	9.07	14.3
March	66.580	29.905	10.00	10.9	13.1	9.19	13.9
April	66.732	30.271	10.00	10.9	13.1	8.87	13.8
May	64.688	29.861	10.00	10.9	13.1	9.07	14.2
June	65.182	30.349	10.00	10.9	13.1	8.96	14.2*

*At June 30, 1981, the net current yield of the long term investment portion of the fund was 13.7 percent.

GE profits 6.3¢ on sales dollar

Sales of General Electric in the second quarter of 1981 were \$6.95 billion, compared to the \$6.20 billion for the comparable 1980 period, Chairman John F. Welch reported early in July.

Earnings of the company were \$436 million in the second quarter compared to \$403 million in the 1980 comparable period. Earnings in the second quarter were 6.3 cents on each sales dollar.

Sales in the first half of 1981 were \$13.04 billion, compared with \$12.08 billion a year earlier.

Earnings for the first six months of 1981 were \$795 million. In 1980 earnings for the similar period were \$745 million.

Commenting on results for the quarter, Welch said, "A significant improvement in operating margin dollars from a year ago was the major factor in the second quarter earnings improvement."

Operating margin as a percent to sales was also up from last year as well as from the first quarter of 1981. Second quarter earnings included a net gain of 2 cents per share from certain one-time transactions arising out of the Company's expanding efforts in advanced electronics.

These consisted of profit on sale of GE's shares of Applicon Incorporated common stock, in accordance with a commitment to the U.S. Federal Trade Commission staff concerning the Calma Company acquisition, and nonrecurring charges related to the acquisitions of Intersil, Inc. and Calma.

'Cautiously optimistic'

"We continue to be cautiously optimistic about the remainder of the year, with GE economists seeing a gradual improvement in the U.S. economy for the second half of 1981 compared with the last six months of 1980. This anticipates passage of a significant tax cut and some easing of interest rates from present high levels."

Welch said Industrial Products and Components Sector revenues were well ahead of a year ago with somewhat higher earnings. Fort Wayne GE businesses are part of this sector. These results reflect the one-time effect of the electronics-related transactions noted previously as well as continuing emphasis on new development programs, especially in industrial electronics. Businesses serving appliance and contractor equipment markets had a good quarter.



Wilma Pfierman comments during a Communication Sound Board for Broadway GPM employees in July. From left are Ernie Armstrong, Corine Brooks, Pfierman, Annie Shelton and Richard Reichard. In foreground is Ellen Durnell, GPM employee relations and communications specialist, taking notes on suggestions for improving GPM communication efforts.

GPM employees suggest ways to improve communication effort

Ten Broadway GPM employees recently expressed their views on communication they receive about their jobs and GE benefits.

Attending the Communication Sounding Board were Annie Shelton, Wilma Pfierman, Richard Reichard, Ron Hegelsen, Bill Dillon, Mary Head, Connie Brooks, Zora Robinett, Mike Davidson and Ernie Armstrong.

On the subject of Plant Manager Pat Palmisano's Chat & Chew sessions, they said the plant manager has been receptive and the meetings informative. They suggested follow-up communication to inform employees of management action taken as a result of the Chat & Chew sessions.

Several of the Sounding Board participants said they read GPM newsletters and the GE News for information on their benefits.

Learn from benefit stories

"I like to know about other people's experience with insurance claims and their pension, so I know what to expect if I ever need to use

those benefits," said one person.

The participants expressed concern about the future of their jobs in Fort Wayne.

Japanese compete

"We're seeing more and more competitors' motors from Japan," said one participant. "If we can raise productivity, I think we'll all be better off," said another.

Several noted that productivity could be improved if employees simply pulled their fair share of the load, by coming to work, trying to get out the best production they can and maintaining a positive attitude.

They said they look to management to provide the proper tooling and training so that production people can get their jobs done right.

Listening to employees comments were Ellen Durnell, GPM communications and employee relations specialist; John Peirce, GE News editor, Chuck Welch, manager of communication and relations planning; and Doug Pipes, GPM union relations specialist.

13 employees 'POP' for jobs

Thirteen employees were selected during the past two months to fill openings posted in the Promotional Opportunities Program (POP).

POP postings cover all nonexempt job openings and all exempt job openings through Level 9.

Self-nomination forms are available from supervisors and employee relations offices.

The latest successful candidates for GE jobs were:

Tom Beck, supervisor of shop resources, STD, Job No. 81-45.

John Kanable, supervisor of shop resources, STD, Job No. 81-63.

Ralph Vining, specialist in process planning and time standards, AMO/MTO, Job No. 81-98.

Dwight Mosley, specialist in employee relations, MTO, Job No. 81-105.

Shirley J. Bearman, personnel

accounting benefits clerk, Motor Business Group finance, Job No. 81-110.

Gene Trabel, foreman-plant facilities, GPM, Job No. 81-113.

Fern Fry, medical secretary, E&CRO, Job No. 81-116.

Barb Kraft, general clerk, GPM, Job No. 81-117.

Patricia Thompson, analyst of reports and statistics, MBG finance, Job No. 81-119.

Mary Anna Entwisle, specialist in steel purchasing, MTO, Job No. 81-120.

Peter B. Lytle, designer, AMO/MTO, Job No. 81-123.

Grace Blough, personnel accounting clerk, MBG finance, Job No. 81-125.

Norma Schaefer, personnel accounting clerk, MBG finance, Job No. 81-125.

Golf Corner By Roy Brokaw

Sutten, Dusing shoot low golf scores

Highlights Around The Leagues: Bill Sutton birdied holes 14, 15 and 17 at Brookwood to score a one-under par 35. One stroke behind was Eben Cobb with an even-par 36 at Foster Park.

Men's Golf League Low Scores: Bill Sutton 35, Eben Cobb 36, Larry Shindeldecker 37, Mel Guillaume 38, Roy Brokaw 39, Allan Engle 39, John Elliott 39, Jerry Smith 39, Gary Sykes 39.

Ladies' Golf League Results: Low Scores: Nancy Dusing 46, Eileen Emlich 47, Lois Perrine 48, Donna Webb 49. Low gross: Nancy Dusing. Low Net: Helen Hunnicutt. Low Putts: Lois Perrine.

Birdies: Bill Sutton (3), Mel Guillaume (2), Roy Brokaw (2), Bill Pap-

pert (2), John Elliott (2), Gary Sykes (2), Terry Dorman, Allan Engle, Frank Chandler, Dick Nelson, Steve Riedel, Denny Glass, Clay Herenden, Eben Cobb, Bill Borgmann, Jack Lemon, Bob McCreery, Denny Erxleben, Paul Dawley, Chuck Welch, Dave Gerardot, Tom Rehner, John Kidd, Jim Witzigreuter, Gary Pickett, Jim Closson, Larry Shindeldecker, Dean Rodenbeck, Bill Poole, Dick Macleod, Jerry Smith, Dick Parlow, Jim Stewart.

Sandbagger of The Week: John Pcolinski 43, 11.3 strokes under his average.

Putter of The Week: Bill Sutton, John Stark, John Hunnicutt and Bob McCreery. All four players had 13 putts.

40 years of service



Gerald Koehl
E&CRO



Charles Derbyshire
STD



Paul Stemmler
E&CRO



Roger Beber
E&CRO

Husband, wife retire together



Marjorie and James DeArmond retired Aug. 1. Both husband and wife began their GE careers in miscellaneous motor assembly, he in Building 4-5 and she in Building 26-4. Both started at GE in 1942. Marjorie's final assignment was injector at SMD, Taylor Street. Jim was an inspector at GPM, Taylor Street.

"We have enjoyed our years at GE. Now we will be moving back to Berne and will be doing some traveling to Florida and California."

Other Aug. 1 retirees are: Olga Reckeweg, placer at GPM, Building 4-2; and Chester Krasienko, senior program engineer at Specialty Transformer.

Eileen Goehringer retires with 30 years of service. She began her GE career as a stenographer-typist at Fractional Horsepower Motor. Her final assignment was secretary to Dr. Ronald Barr, M.D. Building 21.



In memory

Enid Fuller, 4120 Hoagland Ave., died July 9. He was a chauffeur at GPM Taylor Street, prior to retiring from GE in 1972.

General Electric News

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KETTLE GRILL, 22", \$30; newly upholstered chair, \$75. 422-6997.
10' JON BOAT, \$75; trailer screen, new, \$25, zip door. 745-4595.
LADY'S GOLF CLUBS, \$15; 2 chairs, over-stuffed, \$15 ea. 485-3362.
TWO-WHEEL UTILITY TRAILER, 13" tires, stl frame. 432-0046.
HIS & HERS GOLD CHAIRS; 21" color TV. 483-1549.
TRAVEL TRAILER, 2 person, well equipped. 432-2183.
'65 MUSTANG, ex. cond., \$2,500 or bst offer. 483-3864.
GR70x15 TIRES, 5, aft. 5 p.m. 493-3122.
AIR CONDITIONER; 8" table saw with table; .50 HP mtr. 426-4485.
'76 JOHNSON OUTBOARD MOTOR, 25 HP, \$700; '76 Century inboard, \$4,500. 637-8456.
WHEAT STRAW, 200 bales, aft. 4 p.m. 639-3375.
REBUILT 351 CLEVELAND ENGINE with heads, \$400 or bst offer. 432-6160.
GE BROILER OVEN; foam sleep wedge; elec. skillet; storage cupboard. 422-4907.
'79 CHEV PICKUP TRUCK, 4x4, auto, pwr, tlt whl, 11x5 mud, crm rims, low mileage, \$5,000, aft. 4 p.m. 1-248-2282.
GUINEA PIGS, 8 wks, tame, \$4. 432-9377.
SHORT BLOCK 153 CU. IN., new; Italian marble window sills. 485-8588.
TV TOWER, new, 4 sections, tlt over base, half price. 432-6297.
KITCHEN TABLE & 4 chairs, like new, walnut. 627-2429.
FOLD-DOWN CAMPER, \$200. 484-6814.
THREE PIECE SECTIONAL, good, \$50. 489-4379.
SM SEWING TABLE MUSIC BOX, other collectibles. 447-4606.
SIAMESE KITTENS, 6 wks., \$15. 456-5685.
MOBILE HOME, 14'x70', 2 bdms, den, cent. air, carpet, ex. cond., \$7,900. 489-6696.

'67 FIREBIRD, 3 spd, PS, 326 eng., ex. inter, body fair, \$450. 1-419-363-2788.
PEACOCK & Peahen, \$50. 489-3404.
'76 CHEVRON TRVL TRAILER, 24', slps 7, 18' awning, self-cont., nice cond. 426-6852.
'75, 18' MERCURY MARLIN, 188 HP I/O with Shorelander Trlr, ex. cond., \$4,500. 493-3001.
55 GALLON AQUARIUM, stand & access.; TV games. 747-0633.
'76 KAWASAKI 900 Z1, good, low mileage. 485-4704.
'72 PLYMOUTH STATION WGN, 318, pwr, air, \$250. 456-5704.
20" ROTARY MOWER, runs, needs work, \$15. 483-7457.
VIOLETS, pink, \$1.50 ea.; other plants; trvl magazines, 50¢. 485-1709.
'79 TRAVEL TRAILER, 25', ex. cond. 449-0933.
A-FRAME DOGHOUSE for medium sz. dog. 485-1003.
SINK with faucets; in-wall elec. heater; matt & springs, frmé, hdboard. 483-3373.
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'74 DODGE VAN, auto, V8, carpet, etc., extra nice. 485-1437.
5 HP JOHN DEERE RIDING MOWER, \$275. 493-2223.
TRUCK CAMPER, slps 6, bst offer. 484-6814.
MEN'S GOLF CLUBS, iron, woods, bag & cart, \$70. 486-3080.
OLDS CUTLASS FRONT SEAT, gold cloth, good cond., reas. 749-0298.
WELL PUMP & TANK, .50 HP, \$50; 1" micro-meter. 489-5257.
13" VIOLA, \$125; twin bed, dresser, \$75. 493-2223.
5 HP SNOW THROWER, in box; barrel mtd vacuum. 1-592-7279.
HARDBACKED BOOKS, all kinds. 489-4163.
GIRLS SCOUT UNIFORM, pants, vest, blouse, sz. 10, \$12. 485-5214.
POULTRY WATER JUGS, new & used; Edison phono with 150 records, ex. cond. 1-636-7264.
GE REFRIGERATOR, washer, dryer, deluxe models, gold; blk custom sofa; stereo; sm. desk w-glass top. 484-3003.
OFFSET MULTI 1250 PRINTING PRESS; camera, \$800 for both. 432-2445.
DINING ROOM SET; stereo; Tyco train set; tent,

10'x16'. 627-3463.
AIR CONDITIONER, 5,000 BTU, \$75, firm, used approx. 30 days. 747-4829.
12'x60' VALIANT MOBILE HOME, nice, \$5,400. 489-1367.
'63 CORVAIR, \$695; elec. dryer, \$30; wringer wshr, \$25. 432-4793.
FOUR PIECE SUIT, man's, camel, quality, reas. 485-4704.
GE FARM & HOME WELDER, Mdl 6 WL1A1. 432-6297.
SIDE-BY-SIDE REFRIGERATOR, 21 cu. ft., copper, \$100, good. 693-2898.
VIVITAR CAMERA, 135 mm, auto f/3.5 tele-photo lens, Pentax screw mount, \$45. 749-9372.
14" CHAIN SAW with extra chain, used one season; ping pong tbl. 432-6150.
GAS STOVE, wht, good cond., \$75. 745-0364.

WANTED

BLENDER JAR for old style GE blender, Mdl D1BL12. 747-5461.
TEACUP CHUHUAHUA PUP. 693-2384.
LIONEL & American Flyer trains, any cond. 1-724-8011.
WEIGHT LIFTING SET. 1-281-2346.

FULL-SIZE VIOLIN. 1-357-5844.
STANDARD OUTSIDE DOOR with glass, 36"x80" approx. 745-9944.
STORAGE FOR BOAT. 483-9242.
CHILD CARE IN MY HOME, Aboite area, fenced yard. 432-1135.
EXERCISE BIKE, good working cond. 432-9753.
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MOBILE HOME ON GOLF COURSE, near Orlando, FL., \$450/mo. 1-854-3780.

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BOARDING WITH INSIDE ARENA, Cty Line Rd. 637-8456.
PHOTOGRAPHY. 432-9753.

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"You can see the change," says DC motor assembler George Mason. The changes in Building 6-2, Broadway GPM, include new lights, a power conveyor and new assembly stations.

GPM Broadway invests \$55,000 in DC motor assembly area

GPM Broadway spent \$55,000 during Shutdown on rearranging its DC motor assembly area. The new look in Building 6-2 includes a new power conveyor, new lighting and assembly stations.

"Hitachi is breathing down our necks at E-Z Go, a golf cart motor customer of ours. This rearrangement of the DC motor truck line is just part of an overall program to make GPM more competitive in the markets it serves," says Planner Bonnie Wolf.

DC motor assembler George Mason was one of many employees who noted the improvements on the battery truck, BC motor and permanent magnet motor lines this week.

"The work area is brighter and we've got an automated conveyor that saves the testers some walk-

ing," he noted.

"You can see the change."

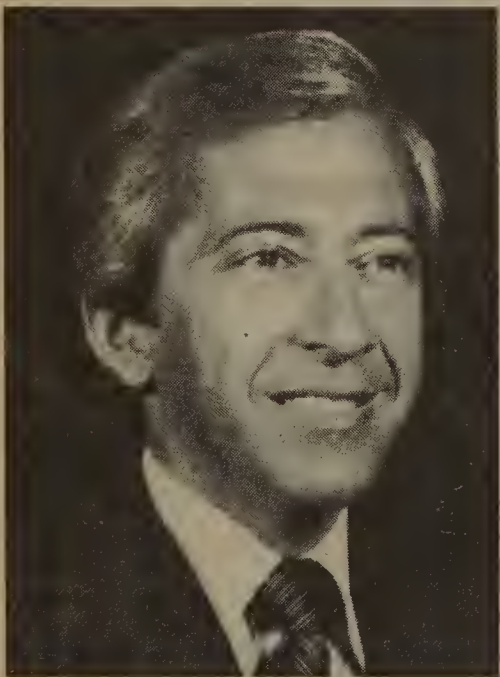
Other changes include new electric fans mounted on pillars to keep workers comfortable, new cushioned mats for them to stand on and newly painted floor.

"If you saw this place before Shutdown and came back afterward, you wouldn't know you were in the same place," said Wolf. "It was dark and close-quartered before the rearrangement. Now it's bright and open.

In addition to the physical improvements will come a shift from the old group piece work rates to the individual standard hour pay plan. This is a result of the switch from batch to single station assembly on the line that hadn't changed for over 25 years.

Specialty

Continued from Page 1.



General Manager Marcel Joseph says SMD expects that seasonal softness in SMD's markets will make Section 15's competitors more aggressive in the second half of 1981.

Customers such as Addison, Carrier and White Consolidated buy our motors for room air conditioners.

In the replacement market, we sell motors to W. W. Grainger, Essex, Motors and Armatures and Com-

ponent Products Company, as well as to many other distributors and service shops.

GE News: Who are SMD's competitors, and what effect are they having on SMD's business?

Joseph: Our competitors include Emerson, A. O. Smith, Westinghouse, Fasco, Universal and Franklin Electric. In the first half of 1981 our ability to respond to heavy industry-wide demands for 39 frame motors allowed us to gain new customers and grow our share of the market.

As we move from peak season demand into the second half, serving customer needs will be even more important. We expect that with some seasonal softness in the market, our competitors will become more aggressive. They'll want to try to maintain their line rates and regain sales lost in the past several months.

GE News: What must SMD do to hold onto the gains it has made in market share in order to keep from losing ground the rest of the year?

Joseph: We must meet production schedules, shorten lead times and continue our concentration on superior quality. We need to provide outstanding all-around service to our customers to protect our business.

Winders arrive at Winter Street

Two new automated coil winding systems weighing in at 15,000 pounds and costing GPM nearly three-quarters of a million dollars were unloaded at Winter Street during vacation Shutdown.

"There is not a system in the world like these," said Bob Bienz, GPM manufacturing engineer. Area Services personnel lifted the huge machines off a trailer as if they were handling delicate chinaware.

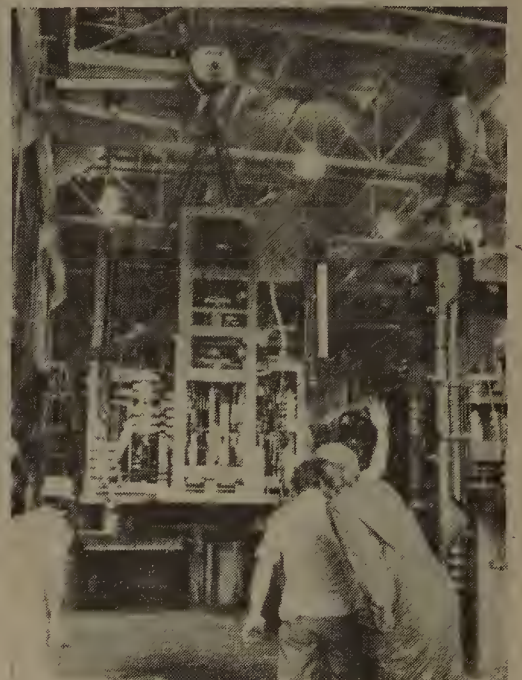
"We plan to have these machines on line in September," said Bienz.

The huge machines are the second and third in a series of four at Winter Street. Controlled by computer processors, the machines assure accurate windings and more reliable turn counts for improved quality.

"I think most of the people at Winter Street realize that these machines are keys to success in the markets we serve," said Bienz.

The latest two machines will enable Winter Street to reduce direct labor and material costs in two and four pole motors, many of which serve the farm and pump markets.

"This equipment embodies the latest in winding, tooling and electronic technologies," noted Maynard Householder, Area Service and toolroom general foreman.



Area Services carefully unload two new automated winding machines at Winter Street during Shutdown.

"It will provide toolroom and maintenance personnel a challenge that we are eagerly looking forward to."

To complement the investment program, the department will spend over \$15,000 to train craft personnel in September in the tooling and maintenance aspects of the automated equipment.

New Wire Mill investment to filter out wastes, costs

The Wire Mill Operation of MTO recently invested over \$76,000 in a new filtering system that is expected to reduce the costs of drawing copper wire sold to product departments.

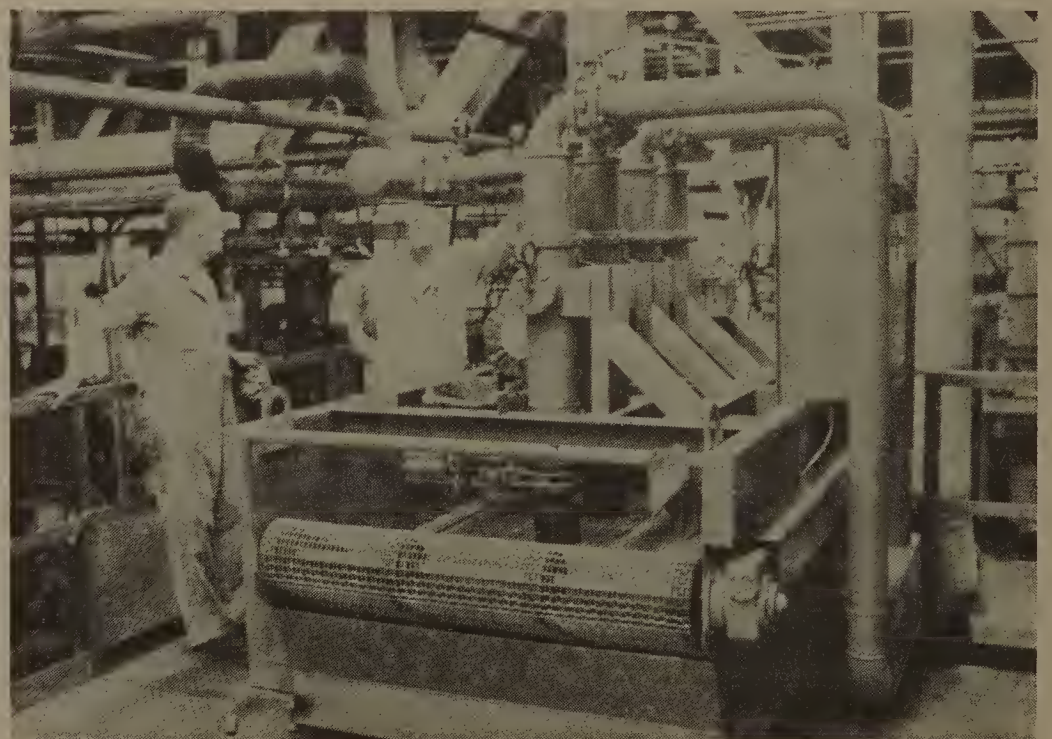
Area Services installed the Hydrocyclonic Compound Filter, during vacation Shutdown.

"The main reason for this investment of profit dollars is to prolong the life of the lubricant used during the drawing process," says Bill Causey, manager of manufacturing engineering.

Other expected benefits include improvements in the surface quality of the wire and extension of die life and reduction in disposal cost of spent lubricants.

Vance Fenimore of Area Services notes that the filter system was installed on a newly built platform so that it does not consume valuable floor space.

"We made room for two more filter systems the Wire Mill plans to install later this year," says Fenimore. "These will be for filtering aluminum wire drawing lubricants."



Mel Ramsey and Marlowe Ormsby, Area Services welders, work on the new Hydrocyclonic Compound Filter installed at the Wire Mill during vacation Shutdown. Total cost of the system, including installation, was over \$76,000.

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General Electric News

AUGUST 14, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 29

Outlook: STD General Manager Dan Lovinger

Sales 'flat' at STD; economy clouds second half

Specialty Transformer has held production levels fairly flat this year. Last year, customer demand was higher and employment peaked at mid-year 1980. In the following interview, Dan Lovinger, General Manager of STD, tells why trends in the transformer business are on a different time cycle from those of GE motor businesses here.

GE News: Compared to the first half of 1981 and to this time last year, what is the outlook for your Fort Wayne operations in terms of order levels and employment for the rest of 1981?

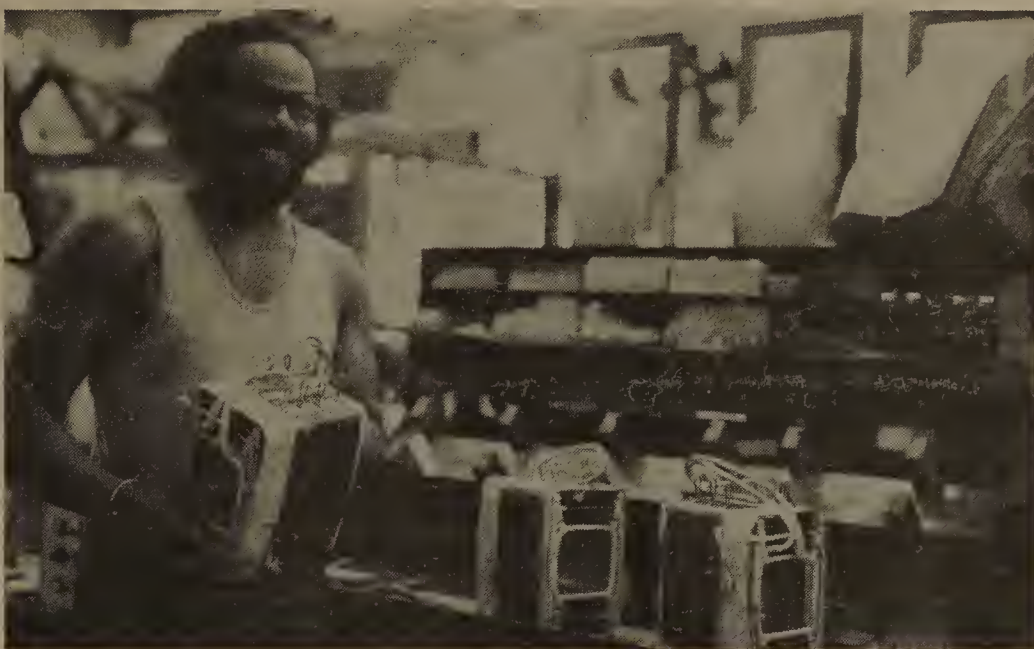
Lovinger: Our orders are higher in dollar value this year than in 1980, but with inflation in costs and prices, they aren't up enough to sustain the unit volume of transformers sold last year. However, we foresaw this dip coming and cut back production early enough that we have maintained a stable employment situation since January.

STD rebuilding stocks

During the next few weeks, we will be rebuilding our warehouse stocks of transformers that were sold off during vacation shutdown. By the end of September, we will be taking another look at the remainder of the year to determine our production levels.

GE News: How are economic factors affecting your business?

Lovinger: The transformer industry lags the economic swings of the overall economy. In 1980, when



Customers are ordering more than ever, so Bill Boyd, coil winder in large transformers for STD, is using new methods and equipment to wind three large coils at a time. This is a productivity improvement over the older method of winding one or two coils at a time. Sales of large transformers are strong despite some slackening in demand this year for other transformer products.

many businesses were heading downward, we were increasing production and working overtime to meet customer demand. This year as the general economy is fluctuating around a low level of activity, the transformer industry has gradually fallen off to a lower production rate closer to other businesses.

We are hopeful that the new federal tax law that gives manufacturers more favorable tax treatment on money invested in new factories and machinery will spur an uptrend

in industrial investment. The country needs it to stay competitive with offshore manufacturers, and it will help pull our transformer markets back upward.

GE News: What are typical applications of your products?

Lovinger: Our transformers are used in the electrical distribution systems in industrial and commercial buildings, like our own factories, to provide the correct voltage for operation of machinery, lights, and office equipment.

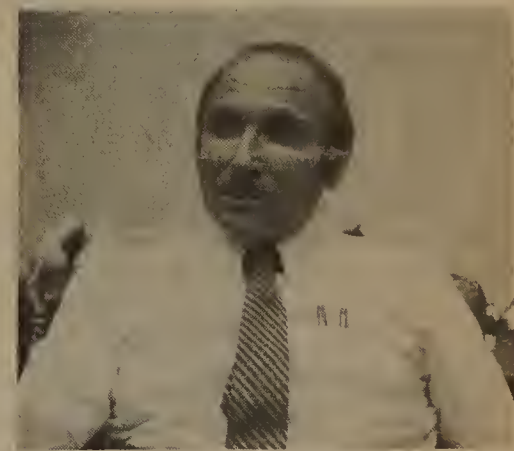
They are also built into industrial equipment, such as variable speed drives, machine tools, and computers to transform and control power.

GE News: Who are your top customers, and how will they affect business levels in the last half of 1981?

Lovinger: Most of our transformers are sold to electrical distributors, such as Graybar Electric and General Electric Supply, who have wholesale branches nationwide, and to many regional distributors, including Crescent Electric in the Midwest, and Wholesale Electric in Texas.

Their purchases depend on the needs of electrical contractors and manufacturers who buy from them.

See TRANSFORMER, Page 4.



"We have to sell on the basis of best total quality," says STD General Manager Dan Lovinger.

GE program shows high school students engineering opportunities



GPM engineer Jeff Watson (left) and Cal Keys (second from right), GE Fort Wayne's affirmative action programs manager, talk to high school students about the growing role computers are playing in engineering. High school students shown from left are: Rosemary Anderson, Tammy LaRue, Steve Myers and Susan Stephen.

"I didn't realize how rewarding engineering can be and what a spacious field it is," said Ken Thomas, a Wayne High School student.

"The Future Engineers Program helped set me straight on my career goals," noted Tammy LaRue, South Side High School.

Those comments and others like them demonstrate the impact that "close encounters" with working engineers had on 16 Fort Wayne area high school students in July.

"The program here at GE is aimed at students who have shown an aptitude for math and science in school," said Cal Keys, affirmative action programs manager for Fort Wayne GE.

Focus on women, minorities

"The program tries to encourage these students to consider careers in engineering and science, especially women and minorities, who are cur-

rently underrepresented in these fields," Keys added.

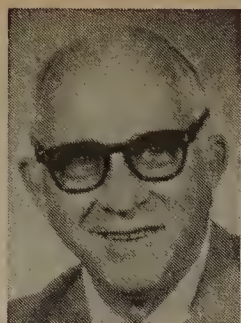
For two weeks, the students talked to engineers and engineering students about educational requirements, career options and what it's like to work as an engineer at GE.

Technological advancement is important for GE to remain competitive in its diversified markets, noted Keys. "We are looking for talented young people in the areas of science, engineering and computer technology who can provide the innovations our business thrives on."

The Future Engineers Program has been in operation in Fort Wayne since 1977. The fact that past program participants return to Fort Wayne GE each year seeking summer engineering jobs indicates the program is working, says Keys. This summer five returned to GE for employment.



H. Deahl



G. Keister



S. Gass



R. Bolinger



T. Ahr



B. Thompson



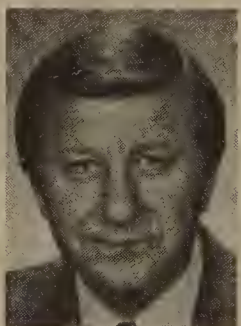
R. Fischbach



R. Kruekeberg



J. Pollock



J. Streit



G. Barnett



P. Murtaugh

Quarter Century Club ballot set

Registration begins for Oct. 17 outing

Reservations for the Saturday, Oct. 17, Quarter Century Club outing at the Memorial Coliseum can be made by filling out the form below and mailing it to the correct address by Oct. 2.

Included with the reservation form is a slate of candidates for Quarter Century Club offices.

Doors for the annual day-long event will open no sooner than 9:30 a.m.

All members who have attained more than 25 years of service with GE are urged to take part in the fellowship, food and fun. Door prizes will be given away the day of the outing.

GE Club Election Ballot

Vice President

- ☐ Helen Deahl, Taylor Street
- ☐ Garland Keister, 17-2
- ☐ Steve Gass, Decatur
- ☐ Robert Bolinger, Decatur

Director (Vote for two)

- ☐ Tom Ahr, 18-4
- ☐ Betty Thompson, Taylor Street
- ☐ Ray Fischbach, GE Club
- ☐ Robert Kruekeberg, Decatur
- ☐ James Pollock, Decatur

Treasurer

- ☐ Jim Streit, 8-2 finance

Secretary

- ☐ Glendola Barnett, Broadway & Taylor St.
- ☐ Patricia Murtaugh, Taylor Street



Outing Reservation Form Saturday, Oct. 17

- ☐ Yes, I will attend ☐ Sorry, I can't make it

Signature _____

Mail this form to: **Virginia Pflueger**
Building 4-2
1635 Broadway
Fort Wayne, IN 46804

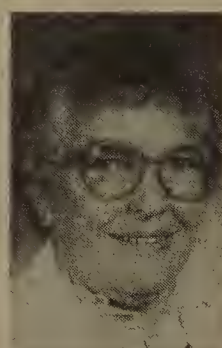
Reservation Deadline — Oct. 2



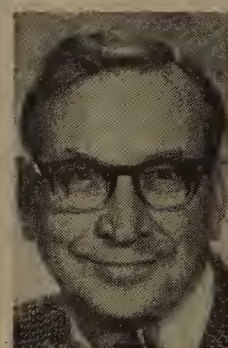
Recent graduates from the GE Financial Management Program are, seated from left: Linda Borgman, specialist, marketing systems, GPM, Taylor Street; Rick Helwig, specialist, general and fuel tax accounting, Building 8-2; Hillary Landers, specialist in plant and equipment accounting, SMD, Building 4-6; and Chris Ruttle, manager of customer billing and receivable control, SMD, Building 4-6. GE managers involved in the program were, standing from left: Ogden Loux, Lloyd Stubbins, Tom Dickson, Jim Streit, John Fink, Paul Deal and Wynn Hazen. The course included four semesters of graded financial classes over two years.

GE retirees plan to take life easy

O. Adline Whitlow retires with 31 years of service. She began at GE as a miscellaneous assembler in FHP Motor, Taylor Street. Her most recent assignment was foreman at Specialty Motor, Taylor Street. "I have enjoyed my years with GE. I have met so many wonderful people. I plan to take it easy, one day at a time."



Chester A. Krasienko retires with 34 years of service. He began his GE career as a test engineer in Building 16-3. His final job assignment was senior program engineer with Specialty Transformer.



Lawrence E. Reichard retires with 35 years of service as a wire drawer at the Wire Mill.

Emerson earns 8 cents on sales dollar

Emerson Electric Company, a major competitor for Specialty Motor, General Purpose Motor and Hermetic Motor departments here in Fort Wayne, reported net income of nearly 8 cents on the sales dollar in the quarter ending June 30.

Compares to 6.3 cents for GE

This compares with 6.3 cents of net income for each \$1 of sales for

General Electric in its second quarter.

The New York Times reported that Emerson's net income in the three-month period was \$7.15 million on sales of \$899.1 million. Emerson attributed the results to sales gains in all sectors of the company's operations involving electrical and electronics products.

Elex calendar

- Sept. 2 Elex Club Second Shift Executive Board meeting, 1 p.m., GE Club Trophy Room.
- 3 Pen-El Chapter board meeting, 11:30 a.m., Alpine Restaurant, 4805 Lima Road.
- 8 Partizan Chapter board meeting, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.
- 8 Reservation deadline for Sept. 14 Elex Club supper and bingo.
- 8 Reservation deadline for Sept. 15 Five Chapter picnic.
- 10 Reservation deadline for Sept. 17 Elex Club luncheon and bingo.
- 14 Elex Club supper and bingo, GE Club auditorium.

- 15 Five chapters of Elex Club picnic, noon, Shoaff Park, Riverlodge pavilion.
- 16 Reservation deadline to receive convention room rate at the Sheraton West Hotel, Indianapolis, for Oct. 9 and 10.
- 16 Convention "Welcome Kit" committee meeting — 3:30 p.m., Bldg. 18-3 conference room.
- 17 Elex Club picnic lunch and bingo, 11:30 a.m., Shoaff Park, Riverlodge pavilion.
- 21 Elex Club Executive Committee, 4:45 p.m., Building 18-3 conference room.
- 22 Elex Club Executive Board meeting, 7:30 p.m., Building 18-3 conference room.

Class 'E'

Special

Your Employee Store
1030 Swinney
Open Daily 10-5:30

Versatile Mini AC/DC Cassette Recorder

with Digital
Tape Counter and
AC converter



\$38⁹⁹
while they last.

Golf Corner

By Roy Brokaw

King, Walley storm course for par

Highlights Around the Leagues: Thunderstorms caused several cancellations of league play last week, but some golfers found the damp courses to their liking.

Bob King and Jim Walley both finished with an even-par 36 at Brookwood. Bob reeled off three birdies at holes 10, 16, and 18.

Men's Golf League Low Scores: Bob King 36, Jim Walley 36, Henry Helberg 38, Roy Brokaw 38, Al Krutzman 38, John Elliott 38, Mel Guillaume 39, Eben Cobb 39, Bill Corry 39.

Ladies Golf League Results: A nine-hole Florida Scramble event for the ladies was held last week. The winning team members were Barb Pritchard, Donna Webb and Helen Burd with a 38. Nancy Dusing, Amy Ford and Helen Hunnicutt won low putt honors with 12 putts.

Birdies: Bob King (3), Tom Bush (2), Fred Kohler, Roy Brokaw, Tom Rehner, Jack Cahill, Ben Knuth, Gary Pickett, John Kidd, Cal Hap-

ner, Henry Helberg, Eben Cobb, Dick MacLeod, Jim Walley, Bob Froehlich, Gene Edwards, John Elliott, Wayne Spratt, Kenny Bainbridge, Lee Guillaume.

Sandbagger of the Week: Bill Rowden 45, 9.6 strokes under his average.

Putter of the Week: Lee Guillaume, 12 putts, including six one-putt greens.

Concert discounts for GE'ers

GE employees may purchase tickets for Sunday's Ronnie Milsap concert at a \$2 discount.

Tickets to the 8 p.m. Coliseum performance are on sale to the general public for \$8.50 and \$7.50. Employees may purchase tickets for \$2 less simply by showing their GE identification card when they pick up their tickets.

Tickets may be purchased in advance or the night of the show at the Coliseum ticket office. Call 482-1701 to reserve tickets.

GE Club 'spring training' starts Aug. 24

The GE Club will offer its own version of "spring training" to GE bowlers for two weeks beginning Aug. 24.

Employees and pensioners will be able to bowl three games for \$1 from

9 a.m. to 10 p.m. weekdays through Sept. 4.

This will allow them to tune up for league play which is scheduled to begin Sept. 8.

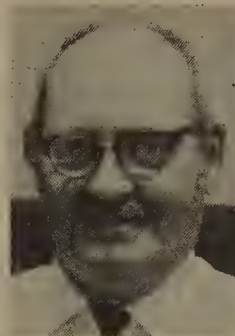
40 years of service . . .



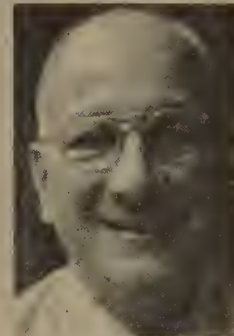
Four GPM Broadway employees recently celebrated their 40-year service anniversaries. From left are Harry Bailey, William Kessler, Wilber Hinton and Leonard Boner.



Pete Woodard
Area Service, 8-1



Doyle Sheets
SMD, Taylor St.



William Walker
AMO, 19-2



Harry Byall
GPM Winter St.

In memory

Donald R. Sollows, Monroeville, died Aug. 1. He was a machine wire enameler in the Wire Mill when he retired in 1967.

Harry W. Freese, 4701 Jason Drive, died July 31. Before retiring in 1959, he was a guard at Winter Street.

John Zimmerman, 8218 Park State Drive, died July 30. He was a borematic operator in SMD, Building 6-3 when he retired in 1964.

Edna S. Hoffman, Diplomat Apartments, died July 26. She retired in 1947.

Francis F. Fann, 3109 Winter Street, died July 25. Before retiring in 1969, he was a quality information equipment engineer in SMD, Building 8-2.

Arthur E. Shull, 2930 S. Anthony Blvd., died July 21. He was a designer in Building 31-2 before his retirement in 1957.

Hans K. Muller, 3526 Winter Street, died July 21. He was a stock helper in STD, Building 26-2 when he retired in 1964.

Mabel Lieberenz, Hometown, died July 19. She retired in 1948.

Clarence R. Hartman, 5928 Allendale Drive, died July 19. He worked in grinding, SMD, Building 4-4 before his retirement in 1970.

Mabel G. Stovall, 527 Kinsmoor Ave., died July 18. She was a general clerk in DCM&G, Building 31-1 before retiring in 1953.

ADLETS

RIDE WANTED

OR EXCHANGE RIDES, Columbia City to Bdwy, 2nd shift. Ext. 2351.

FOR SALE

'72 EL CAMINO w-cap, clean, good cond. 493-1980.
LAWN ROLLER, water ballast, 24" dia., 36" for pulling with yard tractor. 432-6297.
GE WASHER & DRYER, gold, \$250/pr; maple headboard twin bed, \$60. 483-6980.
'78 HONDA HAWK 400, 1,977 miles, ex. cond., aft. 5 p.m. 625-4656.
TRAVEL TRAILER & LOT 947, Jellystone Pk., Sat. & Sun. 484-2888.
TORO LAWN MOWER, 21", 747-5487.
THREE PC. BEDROOM SET; stereo; sofa & chair, aft. 5 p.m. 749-4055.
GUITAR, Yamaha Acoustic, ex. cond., \$75, aft. 6 p.m. 484-2283.
'76 CUTLASS SUPREME, pwr, air, cruise, rear defroster, vinyl top, aft 5:30 p.m. 632-5444.
CLOTHES LINE POST, extra large; clean used bricks. 422-6997.
GE DELUXE WASHER & DRYER, gold, like new, \$150 ea., Mon-Tues only. 432-7910.
ANTIQUES, cut glass, etc. 483-1549.
GAS DRYER, ex. cond.; tires, GR70x15. 489-5770.
AKC POODLES, 2, apricot, 3 mos. & 8 mos., males. 422-5253.
'81 YAMAHA VIRAGO V-TWIN 750. 424-0277.
TYPEWRITER, prtbl, Royal, ex. cond., \$60; Columbia tandem bike, \$70. 747-3871.
DOUBLE OVEN ELECTRIC STOVE, wht. 422-9201.
'69 FORD HALF TON TRUCK, new tires, battery & starter. 493-3144.
GAS WALL OVEN w-rotisserie & meat thermometer, wht, like new, \$30. 747-3236.
STARRETT 0-1 MICS & CASE; Brown & Sharpe 1-2 mics & case. 485-4449.

24" LAWN MOWER w-3.5 HP motor. 426-4485.
PORTABLE REFRIGERATOR, ideal for college student, \$35. 747-6084.
SMOKER COOKER, smoke fish or entire meal, \$40. 456-5972.
REFRIGERATOR, \$40; 12 bolt Chevy posi, \$40; 429 Ford & C6 trans., \$175. 447-5910.
ALL-WEATHER COAT, red; GE TV, needs picture tube. 745-1666.
SNOW TIRES, G70x14, for Ford, aft. 6 p.m. 486-1240.
BLOCK SALE, Aug. 29 & 30, 8-5 p.m., Willow Oaks, off Sandpoint.
DECORATIVE ROD, 54"x96"; drapes, 92"x82", open weave. 432-8644.
OIL FURNACE, 87,000 BTU, 275 gal. tank & connections, \$100. 485-8300.
'72 OLDS 98, 4 dr. hdtop; 15' Glastron boat, fish & ski, good cond. 747-0241.
GARAGE SALE, zap light, sm. appl., games, clothes, misc., 6620 Bennington Dr., Aug. 15, 9-5 p.m.
CEMETERY LOTS, 2, Covington Garden of Geth., cheap; 36" marker. 456-5783.
GE FROST-FREE REFRIGERATOR, 18 cu. ft.; desk; night stand; cst dwrs; end tbl; chair. 747-3869.
SOLID STATE STEREO w-8 trk, console mdl, ex. cond., \$65. 484-2765.
'78 YAMAHA YZ 80, ex. cond., \$300. 447-1684.
OFFSET CAMERA, \$250 or bst offer. 432-2445.
TAN COUCH, Spiece, end tbls, recliner, \$80. 432-8471.
STUDDER SNOW TIRES, 2, on 15" Chev. rims, like new, \$75. 422-5242.
'79 BUICK factory svc & body manuals, \$25; elec. accordian, like new, offer. 432-3651.
14' SHASTA TRAVEL TRAILER. 747-2271.
HOSPITAL BED w-new mattress, \$250. 482-2461.
TANDEM AXLE STEEL TRLR w-ramps, 32' long with ball hitch, \$375. 489-9168.
AMERICAN RIFLEMAN MAGAZINES, '57-'81, ex. cond., \$125. 432-3274.
FOLK GUITAR & electric guitar, both for \$140.

422-6872.
LADY'S EXERCISE BIKE, \$25; ice skates, sz. 10, \$9. 432-2328.
HARDY BOYS BOOKS, 26, \$1.50 ea or \$32.50/all. 447-6247.
'75 MERCURY/MARLIN, 18', 188 HP I/O with Shorelander trlr, ex. cond., \$4,500. 493-3001.
'65 COMBINATION-21" B&W, AM/FM stereo, good cond., aft. 4 p.m. 447-4674.
SALE, Churubusco Co. Line Rd. L - 500 E, Aug. 14, 15 & 16, 10-6 p.m., furn. antiques.
GARAGE SALE, 3822 Reed Rd., new patio drapes, cans, misc., Aug. 20, 21 & 22, 8:30-4:30 p.m.

WANTED

CASE FOR FULL SIZE VIOLIN, good cond. 489-3624.
OLDSMOBILE SUPERSTOCK RALLAYE RIMS; Cat. No. 1, 3 point disc. 693-9273.

LIONEL & American Flyer trains, any cond. 1-724-8011.
MATCHING TWIN BED, desk, & chest. 432-1258.
OLD FOOTBALL CARDS, any years. 637-3974.

SERVICE

CHILD CARE in my home, Harrison Hill-St. Johns area. 456-6421.
BABYSITTING, days, near Lutheran Hosp. 745-2764.

FOR RENT

LARGE APT., SW, private entrance & bath, furn or unfurn., near bus & shopping, \$180/mo. 747-4066.

FREE

SMALL PUPS, 8 wks. old. 693-2426.

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NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

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☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

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Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



GE pensioners Addie Stonebraker (left) and Helen Stafford swim regularly at the new YWCA pool. Helen volunteers at St. Joseph's Hospital, and the Senior Citizens Center, while Addie is active in Elex Club and many other pursuits.

Addie Stonebraker: Retirement is all I expected and more

"I looked forward to my retirement, and it's everything I expected and more," says Addie Stonebraker, who retired from Specialty Motor's order service department in 1979.

Addie had just hurried home from an Elex Club meeting — she's Quintus Chapter president — to mow her lawn.

"If I had to work now, I don't know how I'd fit it into my day," she says.

"With my GE pension and Social Security, I have ample money for all the traveling I want to do."

She prefers one and two-day trips because she has a dog at home, but there is plenty for her to do right here in Fort Wayne.

"I swim twice a week at the new YWCA pool for recreation and exercise."

Addie also has attended a cake decorating class at the Senior Citizens Center, attends antique shows, and tends a flower and vegetable garden at home.

Like many GE pensioners, Addie has found that staying active and trying new activities leads to happy retirement living.

Most GE pensioners receive second '81 boost in income

Most GE pensioners have received two increases in retirement income since the beginning of 1981 — an increase in GE pension payments, and, most recently, an increase in Social Security benefits.

Social Security retirement benefits increased 11.2 percent with July checks for current recipients. The increase came because the current law provides for automatic annual improvement of benefits based on changes in the government's Consumer Price Index. It follows similar adjustments of 14.3 percent in 1980 . . . 9.9 percent in 1979 . . . and 6.5 percent in 1978.

Social Security pay not taxed

All Social Security income is tax-free.

Earlier in the year pensioners who

were on the GE pension roll before Feb. 1 also received an increase in their GE pension payments. The pension increase ranged up to 10 percent, depending on how long the retiree had been on pension.

Third boost in 40 months

It was the third increase in GE pension payments in less than 40 months.

The increase in Social Security retirement benefits — like all Social Security benefits — is financed by Social Security tax paid equally by companies and employees.

Increases in GE pension payments to current retirees are financed by additional company contributions to the GE Pension Trust, which makes pension payments to company retirees.

Transformer

Continued from Page 1.

We expect this broad-based market to be relatively flat through the last half of 1981.

We also sell directly to equipment manufacturers. One of our larger customers of 1980, Burroughs, has drastically cut its purchases this year because of its company-wide redirection in the computer market. We've made up some of that loss by sales to new customers, but haven't entirely offset it.

GE News: Who are your top competitors and how are they affecting your business?

Lovinger: We have several competitors who specialize. Hevi Duty in North Carolina sells core and coil transformers to industrial equipment manufacturers.

Acme Electric, which also manufactures in North Carolina, spe-

cializes in voltage regulating transformers for computer manufacturers.

Competitors in low cost areas

GTE builds transformers in Mississippi and Virginia. We find these manufacturers with plants in lower labor cost areas particularly tough to compete against for high volume business that we need to pick up to increase our sales.

GE News: What can be done to grow the transformer business?

Lovinger: We have to sell on the basis of best total quality. The customer must prefer to do business with GE because we provide the best product and display a service-oriented attitude toward his needs. If we emphasize excellence in all our individual work efforts, we can grow the transformer business in the last half of 1981 and throughout 1982.

In '80 GE contributed \$4.70 to Pension Trust for every employee \$1

Here are some facts about the GE Pension Trust you ought to know:

- In 1980 GE contributed \$4.70 to the trust for every \$1 contributed by employees.

- Higher guaranteed minimum pensions and better pension formulas improved pension benefits for those retiring in 1980 and later.

- Employees now make no pension contributions on the first \$9,000 of annual earnings. Before 1980, contributions were required after the first \$6,600 of annual pay.

- Employees can now receive full earned pensions at age 60.

- These and other pension plan improvements resulted from 1979 negotiations with unions that represent GE employees.

The importance of these changes

to current employees is reflected in the most recent summary of Pension Trust activities.

GE contributed more, employees less

The summary shows that GE contributions to the Pension Trust hit \$404 million last year. That's up from \$341 million in 1979.

Net employee contributions in 1980 dropped to \$86 million from \$94 million in 1979. This was the result of plan improvements effective in 1980.

In other words, for every \$1.00 that employees contributed to the plan, GE contributed \$4.70, a greater ratio than in recent years.

In addition to company and employee contributions, the Trust also received dividends, interest and

GE Pension Trust Annual Report Summary

other income to meet pension payments of the future. This brought the net assets at market value to \$6.4 billion as 1980 ended.

At the end of 1979, the Trust's net assets were valued at almost \$5 billion. At the end of 1978, the value was \$4.2 billion.

Pension payout increases

During 1980, pension benefits paid out by the Trust reached a total of \$254 million — \$29 million more than the \$225 million paid in 1979.

The Trust makes all pension payments to retirees under the GE Pension Plan.

GE benefits experts point out that there is good reason why the amount

going into the Trust in 1980 had to be much greater than the \$254 million paid out.

Unlike Social Security which is funded by taxes on employees and employers, the GE pension plan must build a trust that can support the pensions promised.

Chauncey Miller, benefits manager in Fort Wayne, explains: "Most of the dollars contributed in 1980 won't be paid out until well into the future when current employees, or their beneficiaries, are eligible for pensions."

Future payments will grow

"The total paid out in future years will be much larger than the total of pensions paid in 1980 because of the steadily increasing number of retirees and larger average pensions."

More than 80,800 persons were receiving GE pension benefits as 1980 ended — 5,100 more than the year before.

The report on the 1980 activities of the GE Pension Trust is summarized in the GE Annual Report for 1980.

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AUGUST 21, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 30

General Electric News

Outlook: HMO Plant Manager Larry Rybicki

HMO adjusts for seasonal downturn, sees 'potential' overseas

"We're in the normal seasonal downturn in our cyclical business," Plant Manager Larry Rybicki told a group of hourly employees this week at Hermetic Motor.

This is the time of year a majority of Hermetic's customers in the air conditioning and heat pump business close down their plants for annual vacations and reduce their ordering of rotors and stators.

"That's the reason we had a three-week shutdown this year," Rybicki said. "If we hadn't done this, we would have experienced a 45 percent increase in our finished stock inventory. By having a three-week shutdown, we prevented having to effect major line rate reductions and associated layoffs."

HMO adjusted for the seasonal downturn by making minor line rate adjustments of certain models and reducing its workforce by six people this week. Still, its line rate is 53 percent higher, and there are 115 more people working, than last year at this time.

Steady through September

"The line rate will be fairly steady through September," Rybicki said. "The big question is: What will business be like in October? There are just too many economic variables to say for sure."



Larry Rybicki, plant manager at Hermetic Motor, discussed the business outlook with hourly employees Tuesday. Seated clockwise from left are Dean Wright, Dottie Askren of employee relations, Kris Gerardot, Mary Hampshire, Marcile Howe, Marilyn Meyer and Dick Spurgeon.

Last year, HMO had a strong export business with a heavy volume of rotors and stators being sold and shipped to Maneurop in France. This year the U.S. dollar is "stronger." That means it takes more French francs to buy a U.S. made product than it did a year ago.

"Maneurop would have to pay 40

percent more for our motors this year, just because of the change in the exchange rate," Rybicki explained. "So this customer has found it more economical to buy motors elsewhere."

But on the other side of the world there's good news. Two new customers, one in Australia and

another in Taiwan, have placed orders for rotors and stators made in Fort Wayne.

Kirby manufacturing in Australia is a well-established manufacturer of appliance and air conditioning products. Apex, the other new customer, is building a new compressor plant in Taipei, Taiwan. HMO will have initial limited shipments to these new customers during the balance of this year.

Quality important

"Both customers offer us tremendous potential for new business," noted Rybicki. "Service and quality will be important in establishing ourselves as a long-term supplier."

"These customers are too far away to send any defective rotors and stators back to us. They'll just go to another supplier."

Rybicki emphasized that quality is extremely important to the future of HMO's business. "We have an outstanding service record in Fort Wayne, but we must continue to upgrade and deliver top quality."

"The key is to build each rotor and stator as if you were going to buy it yourself."

He added that HMO will be investing over \$600,000 in the Fort

See HERMETIC, Page 4.

Graduates: Work Zone VIII training worth the effort

"I took a cut in pay for five weeks, but I'm glad I did. It was worth it," said Joann Bowers, an assembler at GPM Broadway.

She was one of 15 GE employees who completed Work Zone VIII training at IVY Tech last Friday. Not only did the course give them the basic skills to read blueprints, run milling machines, lathes and other machine tools, but also gave them confidence in their own abilities.

Prepared for the future

"I think I will get a job using these skills eventually. I know I'll be ready if one comes up," said Bowers. "I think everyone should try something like this."

The course was taught by IVY Tech instructors Walt Wurmel and John Schimkus and by GE's Don House, EEOC project specialist.

"Because of this group's willingness to learn and follow through, they were able to learn as much in five weeks as many students learn in a year," said Schimkus.

Receive college credit

Each participant received 15 college credit hours applicable toward an associate's degree. At least three of the employees said they intend to



Fifteen GE employees graduated from Work Zone VIII training last week. Seated from left are: Instructor John Schimkus, Federico Heredia, James McKinny, Ruth Green, and John Tucker. Kneeling are: Carolyn Dorman, Instructor Walt Wurmel, Dorothy Thompson and Instructor Don House. Standing: John Heredia, Mike Lantz, Joann Bowers, Linda Williams, Elaine Freiburger, Joan Johnson, Patricia Eberhard, Jerry Kock and Cynthia Slater.

pursue studies at IVY Tech, using GE's tuition reimbursement plan.

House said that with GE moving more and more into assembly automation to remain competitive, skill-

ed toolmakers will remain an important part of the work force.

"I think there will be opportunities for many of these people," he said.

Is Zone VIII for you?

The Work Zone VIII Training Program is designed for GE employees on jobs rated IR16, R17 or lower.

Part of the 1979 GE-Equal Employment Opportunity Commission Conciliation Agreement, the program prepares employees for entry into Zone VIII jobs.

These include hourly paid jobs considered to be entry level crafts. Pay rates for those jobs range from R18 to R21, C41 to C44, and IR17 to IR20.

There is no charge for the courses and employees receive pay throughout their training. Registration for next year's course will open in the spring.



Four GPM Broadway employees recently celebrated 40 years of service. From left are Herbert Rodermund, Marvin Rutz, Ralph Waikel and Ruth Gebfert.

General Electric News

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 FORT WAYNE IN 46801
 Phone 426-7431, Ext. 3441
 (Dial Comm. *8-322-3441)

GENERAL ELECTRIC

Shhh . . . Bowling's back

It's so quiet at the GE Club you can hear a pin drop. Next week that will change and there will be lots of pins dropping as the redecorated club opens with its preseason bowlers' special of three games for \$1. If you are not on a league, there is time to sign up.

There are openings for women, men, and couples.

Call the GE Club today for more information: 426-7431 or Ext. 2042. Remember: The GE Club alleys are open to employees, and pensioners, their families, and friends.

Quarter Century Club Election Ballot

(Note: This ballot was mislabeled "GE Club Election Ballot" in the Aug. 14 GE News. Please send either ballot to the mailing address below.)

Vice President

- ☐ Helen Deahl, Taylor Street
- ☐ Garland Keister, 17-2
- ☐ Steve Gass, Decatur
- ☐ Robert Bolinger, Decatur

Director (Vote for two)

- ☐ Tom Ahr, 18-4
- ☐ Betty Thompson, Taylor Street
- ☐ Ray Fischbach, GE Club
- ☐ Robert Krueckeberg, Decatur
- ☐ James Pollock, Decatur

Treasurer

- ☐ Jim Streit, 8-2 finance

Secretary

- ☐ Glendola Barnett, Broadway & Taylor St.
- ☐ Patricia Murtaugh, Taylor Street



Outing Reservation Form Saturday, Oct. 17

- ☐ Yes, I will attend ☐ Sorry, I can't make it

Signature _____

Mail this form to: **Virginia Pflueger**
Building 4-2
1635 Broadway, PO Box 2204
Fort Wayne, IN 46801

Reservation Deadline — Oct. 2



Twins Don and Darold Borne (or is it the other way around?) have spent most of their 40 years of GE service at Taylor Street, but no matter where they've worked, they've always been in the same building.

Twins hit 40-year service mark

If push ever came to shove on a seniority issue, Don Borne would have to give way to his twin brother Darold solely because Darold has the lower Social Security number.

Both started working at GE in 1941, the same day, on the same job, in the same plant. This month both celebrated 40 years of service with GE. Never have they worked in separate buildings since they've been here, although Don now works set-up in the winding area of GPM, Section 14, and Darold is a Borematic operator in Section 14, SMD — both at Taylor Street.

If they've always moved in stereo, it's not because they planned it that way. "That's just the way it happened," says Darold.

Mistaken identity

Only once has their look-alike status gotten them into any trouble at work.

"One day my supervisor thought I was spending all my time walking up and down the

aisle. All the time it was Darold — I was working," says Don.

"We were just green out of high school when we came to GE," recalls Darold. "Our first job was in Building 26-2, Specialty Transformer. Then we went to Building 4-3 on the same job and stayed together when Section 13 moved to Taylor Street — both of us in stock work.

In all their years they've been laid off work only a few days.

Wages, jobs kept them here

"I guess the reason we've stayed at GE so long is because the wages always have been among the best in the area," says Don. "I remember when the company used to compare its wages to everyone but International Harvester, and they admitted that. But we all know where Harvester is now. GE's just been a good place to work."

As for the seniority issue, Don says, "Darold must have sneaked off and got his Social Security card when I wasn't looking."



EMPLOYEE STORE

Back-to-School Cash Back Coupon

When you purchase a listed model between August 17 and September 11, 1981 from your GE Employee Store, you will receive the indicated rebate immediately from the

Employee Store.

Please check the GE Products you purchased and give this coupon to the Employee Store salesperson.

GE RADIOS

- ☐ 7-2810 \$2.00 REBATE
- ☐ 7-2940 \$4.00 REBATE
- ☐ 7-2875 \$4.00 REBATE
- ☐ 7-4655 \$3.00 REBATE
- ☐ 7-4666 \$4.00 REBATE
- ☐ 7-4870 \$6.00 REBATE

GE TAPE RECORDERS

- ☐ 3-5151 \$3.00 REBATE

GE CB

- ☐ 3-5340 \$5.00 REBATE
- ☐ 3-5280 \$5.00 REBATE
- ☐ 3-5285 \$5.00 REBATE
- ☐ 3-5286 \$10.00 REBATE
- ☐ 3-5265 \$10.00 REBATE
- ☐ 3-5900 \$10.00 REBATE
- ☐ 3-5813 \$5.00 REBATE

GE WALKIE-TALKIE

- ☐ 3-5965 \$2.00 REBATE

Your Employee Store
 1030 Swinney Open Daily 10-5:30

Golf Corner

By Roy Brokaw

Eben Cobb shoots nine straight par holes

Highlights Around The Leagues: Eben Cobb was a model of consistency when he put together a string of nine straight pars for a 36 at Foster Park.

Men's Golf League Low Scores: Eben Cobb 36, Jerry Smith 38, 39, Jim Closson 39, Mel Guillaume 39, John Hunnicutt 39, Al Kruetzman 39, Jim Schwartz 39.

Birdies: Warren Wickliffe (2), Jim Closson (2), Mel Guillaume (2), Bob Bolinger, John Bresler, Dan Gra-

In memory

Margaret L. Rongey, 2760 E. Paulding Road, died Aug. 8. She was a lead and cable maker in SMD at Taylor Street prior to retiring in 1956.

William G. Martin, 3029 Lillie St., died Aug. 2. He worked in Hermetic Motor, Building 17-2 before retiring in 1968.

Dorothy Watkins, 4644 Derome Drive, died Aug. 12. She was a coil injector at GPM, Taylor Street, prior to retiring in 1979.

Mary E. Nute, 1314 Fourth St., died Aug. 11. She was a winder at GPM, Building 4-2, prior to retiring in 1980.

Walter W. Sollberger, 3010 Winter St., died Aug. 10. He retired in 1962 after 42 years of service.

Harold E. George, Sr., died Aug. 8. He was a set-up person at GPM, Taylor Street, prior to retiring in 1965.

ham, Roy Brokaw, Larry Rybicki, Jack Starwalt, Ron Cox, Duane Leeka, Les Glougie, Don Stauffer, Fred Kohler, Ray Benckenstein, Howard Demsey, Joe Nicolosi, Al Kruetzman, Bob Smith, Jim Schwartz, Russ Kinsey.

Sandbagger of The Week: Walt Barnes 42, 10 strokes under his average.

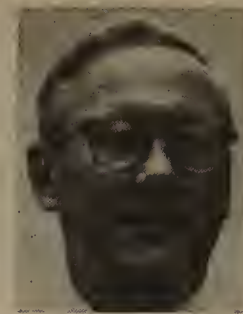
Putter of The Week: Luther Putman, with 13 putts.

Did You Know: The lowest 18 hole golf score ever recorded by a teenager on a regulation course (6,000 yards or longer) was a 58 by Douglas Beecher, Williamstown, N.J., in 1976. Doug was only 13 years old. He also holds the lowest nine hole record of 25 by a teenager. These rubber-back kids are good!

40 years of service . . .



Norman Culler
MTO/Wire Mill



Homer Rider
STD, Bldg. 26-2



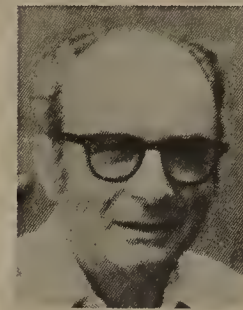
Harry Mead
Wire Mill/MTO



Lewis Stocker
AMO/MTO



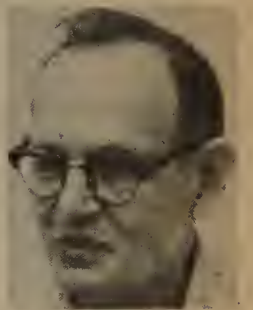
Louis Tagtmeyer
GPM, Winter St.



Charlie Hendrickson
GPM, Broadway



Howard Householder
GPM, Taylor St.



Arthur Haberstock
Area Services

Free square dancing lessons begin Sept. 11 at GE Club

The GE Club will offer free square dancing classes beginning Friday, Sept. 11, for five weeks.

Carl Brandt will teach beginners from 7:30 to 9:30 p.m.

Starting Sept. 16, daytime lessons will be conducted at 1 p.m. for the

convenience of retirees or night shift employees.

The classes are open to employees, retirees and their friends. The first lesson is free for all GE friends.

New participants in the beginner

classes will be accepted during the first three sessions.

Upon completion of these classes, dancers are eligible to join the Happy Hoofers or Golden Squares dance groups. Information is available at the GE Club, Ext. 2042.

ADLETS

RIDE WANTED

HAMILTON-BUTLER AREA & WATERLOO-ASHLEY AREA to Taylor St., or share driving, 1st shift. 1-488-2544.

DECATUR TO BROADWAY, 2nd shift. 1-728-2610.

FOR SALE

GAS GRILL, new, used one wk, full tank, Mon-Fri, \$80. 749-2977.

APARTMENT SIZE DRYER, good cond. 447-1939.

CONSOLE TV, color, beautiful cabinet, ex. cond., \$150; straw, \$1.25/bale, aft. 4 p.m. 493-3258.

30 GALLON AQUARIUM w-stand & accessories, \$75. 432-7242.

SERVICE MANUALS for '71 Ford pass. cars, complete, \$10. 432-3274.

GAS DRYER, 1 1/2 yrs. old, excellent cond., \$150. 447-5041.

'77 SUZUKI GT 250, like new, 920 miles, \$695, firm. 747-0257.

APF 1000 TV GAME with three tapes, new, \$225, sale at \$125. 446-4843.

GLASTON FISH & SKI BOAT, 15', like new; '72 Olds 98, 4 dr. http. 747-0241.

MEN'S SUITS: 2 pc. leisure, blue, \$25; 3 pc. bge cord., sz. 37R, \$35. 456-5972.

YAESU-FL2100-B amateur amp, 80-10 mtrs, 1200 watt, PEP input. 747-5606.

'72 HONDA CB 100, overhauled, new batt., good cond. 749-0222.

FOUR BEDROOM HOME, fireplace, 1 1/2 baths, fenced yd, SE, terms. 447-5384.

ELECTRIC WATER HEATER, 2 yrs. old, ex. cond., \$50; 10-spd bikes, 2, \$50. 639-3878.

DINING SET, cust blt, solid wd teak vnr, 6 chrs, tbl, 2 lvs, china hutch, \$1,000 or bst offer. 749-8367.

'78 CHEV IMPALA, 4 dr., 28,000 miles, one owner, \$3,900. 485-9540.

WOMEN'S SHOES, sz. 9' AAAA; sm. kitchen tbl, 4 chairs. 424-1396.

CARPET & PAD, gld, 11'x14 1/2', \$45; tenor guitar, \$25. 485-0174.

'65 MUSTANG, ex. cond., \$2,500 or bst offer. 483-3864.

8" TABLE SAW, Craftsman, jointer w-std & mtr, ex. cond., aft. 5 p.m. 749-5427.

ICE CRUSHER, elec., ex. cond., \$5. 446-9182.
'75 MERCURY/MARLIN, 18', 188 HP I/O w/Shorelander trlr, ex. cond., \$4,500. 483-3001.

HOUSE, new furnace, cen, air, fenced yd, near GE. 456-3088.

GE REFRIGERATOR, avoc., good cond., \$300, aft. 5 p.m. 432-3709.

22" MOWER, used one season, \$45. 432-4496.

FM STEREO & TURNTABLE w-spkr., ex. cond. 432-8809.

DETECTO BABY SCALES; mesh playpen; prtbl typewriter; sweeper; men's bwlg ball & bag. 747-3871.

CHAIN SAW, 14", like new; ping pong tbl, ex. cond. 432-6150.

TRAVEL TRAILER, 24', on lot in Ellenton, FL. 639-3306.

REFRIGERATOR, good for garage, \$40; auto parts: engines, trans, body, rims, etc. 447-5910.

CEMETERY LOTS, 4, Marion, Garden of Memory, \$500, firm. 484-7011.

'76 CORDOBA, pwr, AM-FM stereo, air, no rst, 52,000 miles, \$2,695. 747-7981.

BUNK BED FRAMES w-bookshelf hdboards, new, \$100. 486-2558.

'79 FORD F250 PICKUP TRUCK, three-qtr ton, 36,000 miles. 1-357-5288.

HAMMOND ORGAN, dbl keyboard, asking \$500. 432-4490.

MINI BIKE, 3 HP, \$150; Bultaco dirt bike, make offer. 639-3768.

DOUBLE BED, incl. matt., springs, hdboard. 483-3373.

VALIANT MOBILE HOME, 12'x60', nice, \$4,600, negot. 489-1367.

MOPED, \$375 or bst offer. 622-7581.

SIAMESE KITTENS, 8 wks., \$15. 456-5685.

'77 VEGA WAGON, \$2,650; '73 Impala wgn; '78 Suzuki 750. 483-8380.

GOLD DRAPES, 140"x81", \$25. 432-2328.

GE DRYER, 3 yrs. old, checked by dealer, mst sell, \$110. 485-5119.

'79 CUTLASS SUPREME COUPE, fully equiped. 485-7778.

WASHER, \$60; woodburning stoves; 6 lug rims for Chev. 625-3266.

'80 HONDA 400 CUSTOM FAIRING, roll bar, 2,700 miles, showroom cond., \$1,500. 432-8809.

'76 MUSTANG II, low miles, ex. cond., pwr, auto trans. 447-4606.

GE COLOR TV, 25", 3 yrs. old, ex. cond., \$275, aft. 4 p.m. 749-1930.

GARAGE SALE, 3 family, Aug. 21, 22 & 23, 12826 Coldwater Rd.

KODAK MOVIE CAMERA & projector, Super 8, bst offer. 432-9753.

FRENCH HORN, F-single, Conn, w-case, both ex. cond. 747-1294.

REFRIGERATOR, ex. cond., \$135; dbl bed, \$20. 483-4005.

17' HARD WALL CAMPER, slps 6, self-cont., \$650. 456-6278.

REFRIGERATOR - FREEZER; elec. water htr, reas. 447-2180.

FISHER STOVE; new straw, 70#/bale. 691-3671.

GIRL'S SCHWINN BICYCLE, 26", standard, good cond., \$25. 422-7184.

DUNE BUGGY, Berrian frame, 67 type, 3, VW engine. 637-3482.

'78 HONDA HAWK 400, 1,977 miles, ex. cond., aft. 5 p.m. 625-4656.

'73 CHEVELLE MALIBU, 4 dr., V8. 456-4912.

OPEN HOUSE, near GE-TS, 3 bdrm, bsmt, garage, Aug. 28-30, 1-5 p.m. 2032 Fray Ave.

SNOW TIRES, 2, Firestone, C78-13, ex. cond. 447-5232.

WANTED

GIRL SCOUT UNIFORM, sz. 12 or 14. 749-0159.

BABY CRIB, good cond., reas. 657-3198.

SMALL REFRIGERATOR, elec. 432-2022.

TIRES, G78-14. 639-3695.

LIONEL & American Flyer trains, any cond. 1-724-8011.

'69-'73 CORVETTE, 350 engine, good cond. 422-5617.

TO RENT 3 bdrm home, Ft. Wayne area. 422-2654.

GRUMMAN CLASS C SAIL RIG for 17' dbl end std. canoe. 745-2907.

FOUND

KEYS w-spl. trans. key ring, on Tillman Rd. 447-1077.

SERVICE

EXCELLENT CHILD CARE in my New Haven home. 493-2241.

BABYSIT, near Luth., days. 745-2764.

CARPET CLEANING, extractor method. 483-3470.

SPRAYED TEXTURED CEILINGS w-glitter. 456-3848.

FREE

MALE GERMAN SHEPHERD PUPPIES. 627-2388.

FIREPLACE SCREEN & accessories, blk. 432-3305.

*ADLETS

GE NEWS BLDG. 18-3

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| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

130 use Employee Assistance Program in first year

The GE Employee Assistance Program was established a year ago to help people with personal problems affecting their job performance. Since then, 130 employees have contacted EAP Counselor Dag Arnold for assistance with financial, marital and stress-related problems, alcohol and drug abuse.

"As with any new program of this type, employees were guarded at first. I was an unknown person and the EAP was an unknown process," says Dag.

"That wait-and-see attitude seems to have diminished over the year, and new referrals are continuing at a rate of about 10 a month."

Supervisors, union leaders aid in referral

EAP records show that about one-third of our referrals came from supervisors, one-third from union representatives and one-third were voluntary self-referrals.

"I think this indicates that the program has achieved a high level of credibility throughout GE plants and offices, in Fort Wayne," says Dag. "Program support from GE's union locals has been extremely encouraging."



Employee Assistance Program

"We feel that one of the most important elements of the program has been the commitment and interest shown by labor leaders and supervisors. These people have been able to identify declining job performance and other work-related problems at an early stage and refer the person to EAP."

"This really provides the employees a better opportunity to achieve an earlier recovery," Dag notes.

Some employees who have used the program have noted significant changes in their lives within 60 to 90 days. A few have noticed

changes within less than a month. Others require longer than 90 days to make the changes they'd like to see.

"The thing employees must realize is that we have no magic. These changes occur solely because of the commitment people make to themselves to achieve a better lifestyle," Dag notes.

One thing EAP will focus on in the coming year is encouraging clients to stay with the "aftercare" program longer.

"Once people return to normal functioning, they feel they no longer need the support of EAP. They sometimes drop out of the aftercare process too soon," Dag says.

"Once people reach the point of well-being, they need to stay with EAP long enough to make sure they stay that way."

Strict confidentiality stressed

Dag emphasizes that strict confidentiality remains the backbone of the EAP program.

"No one has access to EAP records, except me," he notes.

For confidential assistance, employees may call Dag on the EAP Hotline, Ext. 2311.

Grievors take active role in EAP: 'It's OK to ask for help'

"It's time people realize they don't have to be addicted to alcohol or drugs to benefit from the Employee Assistance Program," says Phil Smith, Local 901 grievor at Taylor Street. "Sometimes you just need someone to talk to who can help you sort out your problems."

Mike Bultemeier, Local 901 grievor for craft personnel, adds, "People have some misconceptions about the program. Personally, I think it's one of the greatest things that's happened at GE. The program is working because of Dag Arnold, the EAP counselor."

Both grievors have taken a personal interest in the program, and practice what they preach.

"I've talked to Dag about problems I've had," says Smith. "There are people with family problems or a lot of job stress who tell themselves their problems don't get to them. They're kidding themselves."

Grievors tour rehabilitation center

Recently, Smith and Bultemeier toured the Koala Center for alcoholic rehabilitation in Lebanon, Ind. It's one of several places Arnold refers alcoholics to for treatment.

"Now, when employees ask us about the program, we can tell them what to expect," says Smith.

About one-third of the employees who have taken advantage of EAP have been referred by union representatives, another third by supervisors and the rest were self-referrals.

"Some people are still leary about telling their supervisor if they have a problem, although I think supervisors have handled such problems well so far," says Smith.

"Some people are uneasy about going to the dispensary with their problems," notes Bultemeier. "The fact is that Dag will meet you anywhere. All you need to do is make arrangements."

A big reason the grievors support the program is that it is designed to help keep employees from losing their jobs when personal or emotional problems begin to interfere with job performance.

EAP helps people solve problems

"I think we would have lost a lot of good people over the past year, if it hadn't been for EAP," says Smith. "A lot of times people just don't know how to start solving their problem."

"That's where Dag comes in," adds Bultemeier. "Dag is good at helping people break a big problem down into smaller pieces, so people can handle them. Once people are on their way, he takes time to follow up and see how they're doing."

Once the grievors set up an initial contact with Dag, they rarely get involved further.

"We're there to help, but personal problems are just that, so we leave the follow-up to Dag," Smith says.

"We'd all be better off if people would show more concern for each other. I'd just like to say that EAP is a helluva program."

"It's OK to ask for help."



Local 901 Grievors Mike Bultemeier (left) and Phil Smith recently toured the Koala Center in Lebanon, where some GE employees have been referred, through the Employee Assistance Program, for help with alcoholism problems. "The Hug Station helps alcoholics regain their self esteem. They have to love themselves before they can love others," explains EAP Counselor Dag Arnold.

901 opens hall for AA meetings

John Carpenter, president of Local 901, IUE, announced this week that the membership has approved use of the union hall for meetings of Alcoholics Anonymous.

Open to anyone

The meetings are open to anyone interested in AA, not just Local 901 members, at 4:30 p.m. each Thursday. The Local 901 hall is located at 1427 Broadway.

—Hermetic

Continued from Page 1.

Wayne plant over the next 12 months to help improve productivity and product quality.

But the new foreign customers and emphasis on quality aren't the only changes occurring at HMO. The market for HMO rotors and stators is also changing significantly.

Big swing to heat pumps

"In the past, we were known for making component motors for the air conditioning and refrigeration business," said Rybicki. "Over the past three years we've seen 35 percent of our market swing from air conditioning to heat pumps. By the

end of this year, we estimate that 55 percent of our motors will be used in heat pumps for saving energy costs of heating and cooling."

HMO's top customer, GE Tyler, Texas, manufactures Weathertron heat pumps in addition to central air conditioning units. Hermetic's other major customers include Copeland and Tecumseh.

"A. O. Smith and Emerson Electric are major competitors, and several customers continue to aggressively vertically integrate," Rybicki said. "That is, they make many of their own component motors."

During a downturn, these customers reduce motor orders from

outside vendors and satisfy their requirements with their own motor-making facilities. This makes HMO's cyclical swings more dramatic.

In summary, Rybicki said high mortgage rates are stalling new home construction that HMO traditionally depends on for business. Still, business conditions are more favorable at HMO this year than last, and opportunities such as new foreign customers continue to be pursued.

"The key is to build the highest quality motors we know how and continue with our fine service reputation," he concluded.

MODICALS
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AUGUST 28, 1981

General Electric News

FORT WAYNE, INDIANA

VOLUME 63, NO. 31

Mexico plant helps GPM compete against Japanese

Some of the newest competitors in motor markets served by Fort Wayne GE businesses are diversified Japanese companies with names like Hitachi, Sanyo, Toshiba, Oriental Motor Co., and Matsushita.

Nowhere is the Japanese threat to motor businesses more evident than at GPM, Broadway.

GPM competes against Hitachi for sales to E-Z-Go, a buyer of motors for golf carts, and against Matsushita (Panasonic) for sales to Bell & Howell, a buyer of small AC motors for running 16mm movie projectors.

The story of GPM's business with Bell & Howell illustrates how international competition has changed the way GE must operate in the new, global market for motors, says Mike Novosad, manager of business equipment and international sales for GPM.

In the late 1950s, Bell & Howell developed a new 16mm projector around the M49 frame motor manufactured at Broadway.

GPM was the sole supplier until overheating problems developed in its motors in the middle 1960s. As a result, Robbins & Myers, a long-time domestic GE competitor, gained a foothold in the market. The two rivals shared the high volume Bell & Howell business until 1975.

Panasonic moves in

That's when Matsushita Electric Industrial Co. aggressively went after the Bell & Howell market with



Dorothy Dell, (left) key stacker at GPM Broadway, Building 4-4, measures the stack height of a 49 frame motor. At right, Bobbie Stevenson tests stator cores before packing them for shipment. Many of the motor parts would not be made here without the benefit of lower manufacturing costs at GPM's Juarez plant, which assembles the motors. As a result of the lower costs, GPM is again competitive with the Japanese company Matsushita for Bell & Howell's 49 frame motor business.

its Panasonic motor. Panasonic offered a more efficient design at a substantially lower price.

"GPM simply couldn't compete at that low price level because its costs were too high," says Novosad. Pan-



asonic became the primary supplier of motors to Bell & Howell, and Robbins & Myers the secondary supplier.

"The only thing that has allowed GPM to re-enter this business is the

'The only thing that has allowed GPM to re-enter this business is the placement of a plant in Juarez, Mexico.'

placement of a plant in Juarez, Mexico. This new facility with lower manufacturing costs gave GPM the opportunity to meet the Japanese price levels."

GPM's next big hurdle was convincing the customer to switch from two suppliers who had been delivering high quality motors with excellent service at a low price.

"Fortunately, our marketing, engineering and sales people had maintained good relationships with Bell & Howell through sales of other GE products and were able to win the customer over," says Novosad.

Since early this year GE has been the sole supplier of these motors to Bell & Howell.

Creates work for Broadway people

Currently, mechanical components for these motors are manufactured at the Broadway plant and shipped to GPM's Juarez facility for winding and assembly. These are jobs that people working for Panasonic would have had.

"Recently, quality problems have

See JAPANESE, Page 4.

Dental plan saves \$180 per employee

If your fellow workers seem to be smiling more these days, it may be because their teeth have never been in better shape.

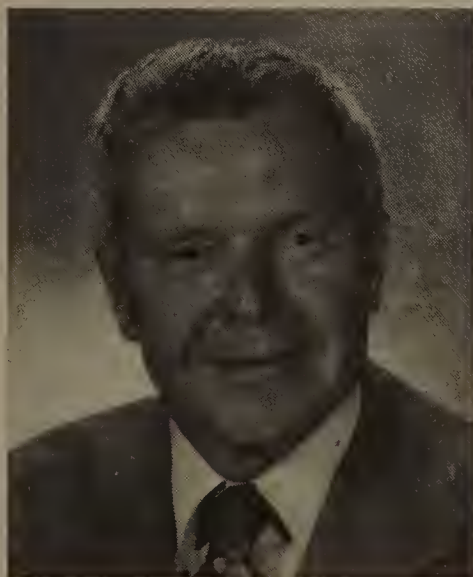
Since the company began providing improved dental benefits on July 1, 1980, the Dental Assistance Plan has saved Fort Wayne employees and their families about \$850,000. That's over \$180 per employee on the average in the year ended June 30, 1981, says Ralph Haines, specialist in audits and reports.

Three claims per employee

Dental claims totaled over 15,000 — an average of three per employee.

All employees with one year of continuous service may take advantage of the plan's benefits. There are no employee contributions.

See DENTAL, Page 4.



George Farnsworth will become senior vice president and group executive of the Aerospace Business Group on Sept. 1. His office will be in Valley Forge, Pa.

An open letter to Fort Wayne GE employees

The past three and one-half years have been very pleasant and rewarding to me, and as I move on to another position, I want to thank each of you for your support and efforts to make the General Electric Company businesses in Fort Wayne successful.

Each of you has an important part in determining the future of the businesses, just as your efforts and cooperation are responsible for their past and present success. I feel certain these businesses will continue to grow and prosper. I also recognize that my personal advancement has been the result of your support, and of this I am most appreciative.

I wish the very best of everything for each of you. I wish I could express this to you personally, but that is not possible.

Thank you for making my job easy through your outstanding efforts and your friendship.

Best regards,

George B. Farnsworth
Vice President and General Manager
Component Motor Division

September retirees going places

Ruth Gebfert retires with 40 years of service. She began as a stator winder at Specialty FHP Motor, Building 17-2. Her final assignment was miscellaneous operator at GPM, Building 6-4.



Fern Roe retires with 25 years of service. She started at SMD. Her final assignment was placer at GPM, Building 4-2. "Now I can do the things I want to do."



Millie Vermilion retires with 28 years of service. She began as a general clerk in GAC marketing, Taylor Street. Her final assignment was general clerk at GPM, Taylor Street. "I'm thankful for having a job at GE for 28 years. I enjoyed all of them. I'm looking forward to doing things around home and in Florida."



Anna Gibson retires with 29 years of service. Her final assignment was sander in Building 26-3, Specialty Transformer. "I enjoyed working at GE. I hope to travel, bowl and take each day at a time. I'm happy to have a pension."



GE Club lists events

Clip and save the following activity schedules for future reference:

1981-82 GE Club bingos will take place Saturdays at 7:30 p.m. on Oct. 10, Nov. 14, Jan. 9, Feb. 13, and March 13.

1981-82 Pensioner Potlucks will be on Tuesdays at 11:30 a.m. Oct. 13, Dec. 8, March 9, and May 11.

1981-82 Pensioner Euchre Club will meet Tuesdays at 1 p.m. on Oct. 6, Nov. 3, Dec. 1, Jan. 5, Feb. 2, March 2, April 6, and May 4.

Six others retire

Other GE employees retiring Sept. 1 include:

Aaron Mountz, wire enameler, Wire Mill; **Paul Motter**, senior designer, GPM Broadway; **Howard Everhart**, sweeper, SMD, Taylor Street; **Mary Feightner**, line loader, GPM, Taylor Street; **Mary Humcke**, inspector, GPM, Winter Street; **Paul Fulk**, setup person, GPM, Broadway.

Discount tickets for Ice Capades

An all new production of Ice Capades, starring international Olympic champion **Peggy Fleming** is coming to the Memorial Coliseum Oct. 6-11.

General Electric employees will be entitled to a \$2 discount for the Wednesday, Oct. 7, or Thursday, Oct. 8, performance. Both start at 7:30 p.m.

As an additional saving, by using the GE Coupon below, employees may order tickets for children under 13 at a \$3 discount.

Regular prices for adults are \$8 and \$7. GE prices will be \$6 for adults and \$5 for children in the \$8 sections, and \$5 for adults and \$4 for children in the \$7 sections.

The coupon may be mailed immediately to Ice Capades, Box 5157, Fort Wayne, IN 46895, along with a stamped return envelope. Or it may be presented at the box office (properly filled out with all information



Peggy Fleming coming to Coliseum Oct. 7-8.

requested) at the Coliseum starting Monday, Sept. 14.

GE Ice Capades Discount Coupon

Name _____ Address _____

City _____ State _____ Zip _____ Phone _____

Performance preferred (Circle one): WEDNESDAY THURSDAY

Number of adult tickets _____ at \$ _____

Number of children's tickets _____ at \$ _____

Make remittances payable to Doorway Promotions. Total remittance: _____

(When filling out coupon, list the discount price only and please remember to enclose a stamped return envelope.)

July prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in August. The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Holding Period Fund			YTD Annual Income Rate		Long Term Fund YTD Annual	
	Stock Price	Mutual Fund Price	Price	1980	1981	Price	Income Rate
January	\$61.863	\$29.643	\$10.00	10.9%	13.1%	\$9.31	14.1%
February	63.118	28.834	10.00	10.9	13.1	9.07	14.3
March	66.580	29.905	10.00	10.9	13.1	9.19	13.9
April	66.732	30.271	10.00	10.9	13.1	8.87	13.8
May	64.688	29.861	10.00	10.9	13.1	9.07	14.2
June	65.182	30.349	10.00	10.9	13.1	8.96	14.2
July	61.085	29.563	10.00	11.0	13.2	8.70	14.2*

*At July 31, 1981 the Net Current yield of the long term investment portion of the fund was 14.9%.

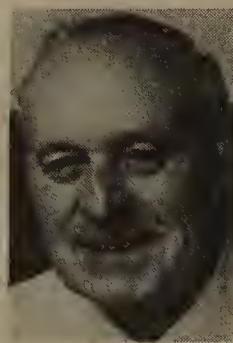
40 years of service . . .



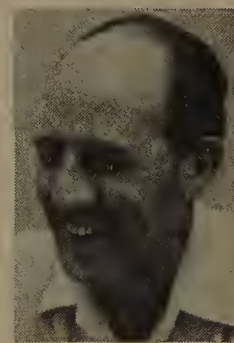
Lyle Harshbarger
Wire Mill/MTO



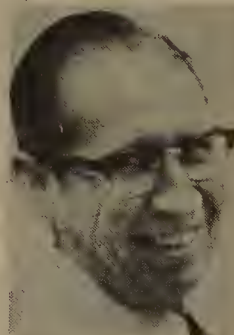
Denver Fischer
Wire Mill/MTO



Don Miller
Area Services



Bob Born
Broadway GPM



Robert Laur
Wire Mill/MTO



Carl Skekloff
Winter St. GPM



M. 'Bud' Curtis
Taylor St. GPM

Golf Corner By Roy Brokaw

Jennings' team wins Foster league

Highlights around the leagues: We are now entering the home stretch of the GE golfing season. All leagues will complete final play during the next two weeks.

Each league's first place team will be entered in the GE Club Championship Playoff at the Lake James Country Club, Saturday, Sept. 19. This playoff will determine an overall league championship team.

The first league to complete final play is the Tuesday - Foster Park League. Their first place winning team is Team 1, captained by Jack Jennings. Their eligible players are: Eben Cobb, Stan Ketzler, Carl Lommatzsch, Dick Wells and Jennings.

Men's golf league low scores: Bill Sutton 36, 37, Chuck Welch 37, Dick Nelson 39, Glenn Cole 39, Russ Kinsey 39.

Ladies golf league results: Low gross - Nancy Dusing, Low net - Helen Burd, low putts - Jean Beatty. Helen Burd had a chip-in on hole 11 at McMillen.

Birdies: Bill Sutton (3), Lyle Johns (3), Jim Walley (2), Jack Starwalt (2), Denny Erxleben, Mike Fifer, Pete Gorrell, Mike Hadley, John Stiver, Duane Leeka, Ralph Buckmaster, Dick Hensler, John Thurber, Sam Cheek, Gary Pickett, Stan Reidenbach, Jim Closson, Paul Mischo, Tony Metzger, Don Shafer, John Baughan, Glenn Cole.

Sandbagger of the week: Bob Klepper 48, 9 strokes under his average.

Putter of the week: Frank Chandler, Russ Kinsey and Bill Sutton. All three players had 12 putts.

Decatur wins league

Final regular season standings in the GE Softball League were as follows:

1. Decatur, 8-4; 2. Winter Street, 7-5; 3. Quality Makers, 5-7; 4. Thirsty Horde, 5-7; and 5. Taylor Street, 5-7.

Alley Chat

By Connie Houser

Bowling league sign-up begins at GE Club

It's hard to believe that league bowling is just around the corner, but it is! So now is a good time for you, your family, and friends to get in on all the action. The GE Club offers league bowling to women, men, and mixed couples. Following the Labor Day weekend, our regular league schedule will begin as follows:

Monday — Monday Morning Ladies 9 a.m., Monday GE Office 6 p.m., Monday Nite Ladies 8:30 p.m., The Golden Lions 8:30 p.m.

Tuesday — Tuesday Afternoon Ladies 3:45 p.m., Masonic League 6 p.m., Hermetic League 8:45 p.m.

Wednesday — Wednesday Owl League 9 a.m., Small Motor League 6 p.m., Industra Products (mixed) 8:30 p.m., Scott's Foods (mixed) 8:30 p.m.

Thursday — Senior Citizens 12:30 p.m., Apparatus League 6 p.m., Emmaus Married Couples 8:30 p.m.

Friday — Senior Citizens 12:30 p.m., Friday Nite Ladies 6 p.m., Friday Nite Taylor St. 6 p.m., His & Hers Mixed* 8:30 p.m.

Saturday — Jr. League (Bantums) 10 a.m., Jr. League (Sen-

iors) 12:30 p.m. TTY 3:30 p.m., Adam & Eve Mixed* 6:30 p.m., Jack & Jill Mixed* 6:30 p.m., Hansel & Gretel Mixed* 9 p.m., Pete & Tillie Mixed* 9 p.m.

Sunday — Sunday Sandbaggers Mixed 1:30 p.m., St. Joseph Church Mixed* 4 p.m., Maws & Paws Mixed 4 p.m., Guys & Dolls Mixed* 6:30 p.m., Sunday Nite Mixers* 6:30 p.m.

*League bowls every other week.

There are openings on some of these leagues, and you can join by calling the GE Club (Ext. 2042) or 426-8487.

The Wednesday Owl League secretary, Charlie Best, has announced his organizational meeting will be Wednesday, Sept. 2 at 9 a.m. in the GE Club. All men interested in bowling in this league should attend.

Pre-season special: Our three games for \$1 special is on for one more week. At this time you can check on our openings for league bowling.

We've done some remodeling, so stop in for a sneak preview of the GE Club's new look.



Rich Brown (left) and Ralph Knox recently celebrated 40 years of service at General Purpose Motor, Winter Street.

Quarter Century members need rides

A number of Quarter Century members have said they are interested in attending the Oct. 17 outing at the Coliseum if they have transportation.

Are you willing to provide a ride for one or more of these Quarter Century Club members?

Mabel Schaaf and Mary Baker, 310 W. Berry St.; Roy C. Lawrence, 240 Lima Blank Road, Kendallville; Sarah L. Chelf, 2915 Cambridge; Delbert F. Scher, 236 N. LaFontaine, Huntington.

Also, Walter Hahn, 3231 Wakashan Road; Melvin O. Williamson, 5120 Fernwood; Flossie Troutman and Bernice Freck, 1419 Taylor St.; Elaine Sutter, 3925 Warsaw.

If you are willing to transport some people to and from the outing, please return the completed coupon

below by Oct. 1. Dottie Askren will then call you to make the arrangements.

TO: DOTTIE ASKREN,
Bldg. 18-4
1635 Broadway

I will provide transportation to and from the Oct. 17 Quarter Century Outing for the following person(s):

Your name _____
Home phone no. _____
Work ext. no. _____

In memory

Paul F. Noffze, Avilla, died Aug. 19. He worked in factory process in Building 26-4, Specialty Transformer, prior to retiring in 1967.

Charles W. Hayden, 2032 Electric Ave., died Aug. 18. He worked in gage and spiral at Broadway, GPM prior to retiring in 1975.

ADLETS

RIDE WANTED

DEERFIELD ESTATE-HIGHWAY 14 TO BDWY, 1st shift. 432-8644.
ANGOLA TO COLLEGE STREET, 1st shift. 1-665-2759.

FOR SALE

WASHER & DRYER, wht, \$75 each. 422-4995.
DOUBLE OVEN GAS RANGE, good cond., \$75. 745-0364.
'77 JAYCO CAMPER, slps 6, many extras, \$1,200 or bst offer. 483-4835.
WINCH. SHOTGUN, 6 shot, 20 ga. pump, w-case, good, \$45. 485-9244.
GLASTRON FISH & SKI BOAT, 15'; '72 Olds 98, 4 dr. hdtip, aft. 5 p.m. 747-0241.
ANTIQUES: sideboard & buffet; washer & dryer; upright frzr., reas. 484-9847.
ELECTRIC STOVE, oven on top, \$60. 484-7977.
3 BDRM RANCH, NE, assume, rent/option, contract, aft. 6 p.m. 486-1240.
SANDBOX/swimming pool w-canopy, \$15; child's bicycle seat, \$10. 625-4332.
REFRIGERATOR-FREEZER, 16 cu. ft., \$175. 747-5321.
HONDA CB 100, overhauled, new batt. & kick starter, good cond. 749-0222.
'72 HONDA 500, 4 cyl., new clutch, batt. & tune-up. 484-3430.
'78 KAWASAKI LTD 1000, 2,700 miles, like new. 1-692-6254.
YARD SALE, gas dryer, clothes, antiques, etc., 6009 Radcliffe Dr., Aug. 29, 9-6 p.m.
LOVESEAT, grn; 2 cane & velvet side chairs, ex. cond. 639-6580.
GAS DRYER, large; water softener, new. 486-2622.
GARAGE SALE, 3 families, lots of furn., 2014 Dodge Ave., Aug. 28-29, 9-5 p.m.
TWIN BED, Maple headboard, \$60; elec. type-writer, Smith-Corona, ex. cond., \$75. 483-6980.
HOUSE, 4 rms, carpeted, new bath, lg shaded lot, gas heat, \$19,900. 672-2094.

HOTPOINT ELECTRIC STOVE; 8½' counter top w-formica; ktch sink; bthrm sink & toilet. 447-2297.
BAR STOOLS, 3, swvl seat, 30", bronze, \$45. 432-4836.
ACOUSTIC GUITAR & CASE, new, \$145, reg. \$185. 747-0849.
POOL TABLE, ex. cond., \$75. 639-3418.
SNOW TIRES, 14", mtd on Ford rims, used one season. 1-244-3714.
AKC BASSETT HOUND, fem, 1½ yrs. old, tri-color, hsebrkn, \$225. 672-3447.
BLOCK SALE, Willow Oaks, off Sandpoint, Aug. 29 & 30, 8-5 p.m.
FENDER RHODES PIANO & preamp. 424-4226.
'74 CAPRI WHEELS w-snow tires, 2. 483-3864.
LOUNGE CHAIRS, 3; B&W TV & stereo. 424-4341.
DRAFTING MACHINE "K" & "E" PARAGON, \$65. 745-2120.
DELUXE HAIRSETTER; 4 dwr dresser, wht. 424-6946.
PORCH GLIDER, new cushions, \$90. 639-3079.
WATER SOFTENER, Sears, one yr. old, aft. 6 p.m. 486-1240.
'76 GRAN PRIX, ex. clean; '65 Falcon. 483-5361.
BIBLE BOOKS, 20 Bedtime & 10 Bible Story-books. 747-0774.
ELECTRIC TROLLING MOTOR, Mdl No. 35, used twice, \$60. 672-2900.
BLUE PLUMS, \$3/peck. 483-7662.
'74 MONTE CARLO, loaded, showroom beauty, 17,000 miles, orig. owner, \$4,995. 485-2111.
3 BDRM CAPE COD, ctrl air, bsemt, fenced yard. 749-4482.
CB RADIO, sideband, AM, \$175, firm; base antenna, \$20; wattmtr, \$20; pwr pack, \$5. 747-5606.
REFRIGERATOR-FREEZER, \$250; Yamaha clarinets, 2, ex. cond. 482-1624.
HOTPOINT WINDOW AIR CONDITIONER, 6,000 BTU, slightly used, ex. cond., \$95. 432-1870.
'78 COLEMAN COUNTRY SQUIRE CAMPER, fold down pickup, slps 4, 110 V elec. wtr hookup, \$1,300. 484-9235.
MACHINIST TOOLS, complete set or by the piece. 485-8444.
NEEDLEPOINT KLEENEX BOX COVERS, \$3.

484-6526.
GARAGE SALE, 1516 Sycamore, Crestwood, antiques, misc., Aug. 28 & 29.
3 BDRM HOME, New Haven area, carpeted, assume loan, \$45,900, aft. 4 p.m. 493-3172.
'72 EL CAMINO, air, pwr, ex. cond., no rust. 493-1980.

WANTED

GALVANIZED TWIN LAUNDRY TUBS. 745-2008.
ATTIC FLOORING LUMBER, 200 sq. ft., cheap. 485-5786.
RADIATOR for '63 Ford Falcon. 1-419-258-4201.
LIONEL & American Flyer trains, any cond. 1-724-8011.
OLD FOOTBALL CARDS. 637-3974.
NOODLE CUTTER. 485-1156.
20" BOY'S BIKE, good cond., reas. 447-1939.
KOI - tricolors. 432-8169.
15" WIRE WHEEL COVERS, 2, pref. Olds. 623-6361.

OLD STEEL SPRING BACK PORCH CHAIRS, will paint. 422-9368.

FOR RENT

3 BDRM HOME, South, washer & dryer, detached garage, \$250/mo. 432-1796.
4 ROOM HOUSE, \$135/mo., \$150 deposit, no pets. 639-3297.
APT., one bdrm upper, between Bdwy & TS GE, carpeted. 747-0381.

SERVICE

GARDEN TILLING, lawn & flower beds, \$9 and up. 422-6997.
CONTINUOUS GUTTERS & alum. siding, free est. 627-2429.
EXCAVATING & mlsc., reas. 638-4370.

FREE

KITTENS, 8 wks. old. 432-4161.
MANURE, you load & haul, Auburn area, aft. 4:30 p.m. 1-925-1950.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

How GPM lost, regained Bell & Howell business

Early 1960s

GPM starts out as sole supplier of 49 frame motors to Bell & Howell for movie projectors.

Late 1960s

Robbins & Myers, a domestic competitor, wins a share of market when GPM develops quality problems.

1975

Matsushita's low-priced Panasonic motors made in Japan push GPM out of contention for Bell & Howell business.

1981

New low-cost facility in Mexico allows GPM to regain Bell & Howell business. Components made in Fort Wayne are assembled in Mexico.

Today

Matsushita now has a new, lower-cost plant in Singapore. GPM needs to continue to monitor costs to ensure follow-up orders.

Japanese

Continued from Page 1.

again made our status at Bell & Howell precarious," says Novosad. "Broadway GPM has been assisting in fulfilling our vow to correct our problems and retain our status as a 100 percent supplier."

Matsushita moves offshore, too

Meanwhile, Matsushita has moved motor production to Singapore, where manufacturing

costs are even lower than in Japan.

"GE has managed to stay in some motor businesses only by manufacturing some components offshore to compete with foreign competition," Novosad notes. "We couldn't compete for Bell & Howell's business from Fort Wayne — we'd either price ourselves out of the market or lose money selling motors below our cost."

Dental

Continued from Page 1.

The entire cost of the plan is paid by GE out of the company's sales revenue. Also, employee dependents are automatically covered.

Employee likes prompt payments

Joyce Miller, setup person for Hermetic Motor, Building 17-3 is fairly typical of employees who have used the plan.

"My family has turned in four claims and all of them were paid within two weeks," she said. "I like the way they pay so promptly."

She said the plan paid for most of her children's dental exams and teeth cleaning bills and for her husband's bills too.

"We have three children, and we're finding ourselves going to the dentist more regularly."

Preventive care emphasized

A major emphasis of the GE plan is preventive dental care.

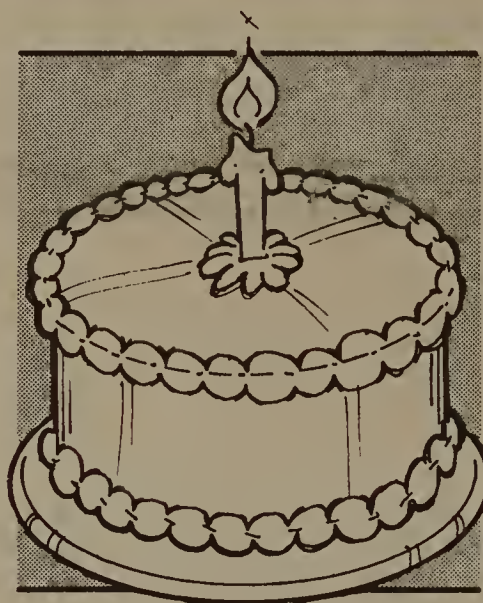
The plan, as negotiated, is designed to provide substantial assistance to employees in encouraging good dental care through regular examinations.

Preventive procedures include: checkups, cleanings, X-rays, fillings and fluoride treatments.

Also covered are extractions, inlays, crowns, root canal therapy, treatment of gums and accidental injury. Coverage of replacements is limited to teeth removed while the employee was covered under the plan.

A schedule of benefits notes the maximum benefits payable for common procedures. Several employees have "shopped around" and found that some dentists charge less than others. Others say they prefer to remain with their family dentist. The plan gives employees those options.

Before going to the dentist, it is suggested that employees go over



The GE Dental Assistance Plan is one year old.

their Dental Assistance Plan booklet so they know ahead of time about differences in what the plan pays and their dentist charges.

Employees then simply fill in the top portion of a claim form and take it to their dentist.

GE appliances face foreign threat, too

The business that pops up in the mind of most consumers when you mention General Electric — home appliances — is now facing stiff competition from foreign firms.

Japanese, Korean, Taiwanese, and Italian companies are all trying to carve out a portion of the U.S. market. For the most part, the appliances sold by these companies aren't put on a ship for the long and costly ride to the U.S. — they're built right here in one of a half dozen factories operated by overseas companies.

For example, Sharp produces microwave ovens at a plant in Memphis; Sanyo makes refrigerators at a San Diego plant. In both cases, the products pouring out of these plants offer customer-pleasing features and a solid reputation for quality.

GE responds to threat

The challenge presented by these new plants hasn't gone unnoticed at the headquarters of GE's Major Appliance Business Group in Louisville. Among the many programs underway to insure the competitiveness of GE's appliances is the more than \$35 million being spent to modernize the dishwasher production line.

When the program in Building 3 is complete, all GE dishwashers will be equipped with the Permatuf (R) tub that is now available only in top-of-the-line models.

Roger Schipke, Laundry and Dishwasher Products Division general manager, says the major investment will "give us the technological edge to stay ahead not only of the domestic competition we know today, but the international competition which will become even greater during the '80s."

MABG Group Executive Richard Donegan feels the Japanese "have only begun to compete in our markets" but that they will "emerge as a major market factor."

Donegan points out that "those same Japanese companies who have been successful in the consumer electronics industry — Toshiba, Matsushita, Hitachi, and Sanyo now compete with us in the U.S. major appliance industry."

GE is countering the new competitors with products with innovative features such as the Model 2500 electronic dishwasher and the Space Maker microwave oven.

On existing product lines, new approaches ranging from computerized inspection to increased employee involvement have been implemented.

Eleven of Louisville's Home Laundry employees recently returned from a visit to Charlotte, N.C., where they interviewed dealers and saw how their products performed after leaving the factory.

Doing work right is key

Roger Coulter, an assembler in Louisville's Building 3 also sees a link between quality and meeting the new competitors in the appliance market.

"Anyone can see that if we don't get things right, someone else will come in and build dishwashers," he says.

"The Japanese came in and did it to the automobile companies; I'd hate to think they'd do that to us. Everyone wants to see Dishwasher and Disposal do well, because we all benefit."

Getting **HELP!** on the road...

is as easy as 1, 2, 3.



3-5900

GE brings good things to life.

GE's emergency 2-way radio is ready whenever you need it. Simply place the magnetic antenna on your roof, plug the adapter into the cigarette lighter, turn the unit on and call for help or information.

GE's HELP! is a self-contained, full-power, full-performance 40-channel CB radio that stores easily in your trunk until needed.

\$79.95

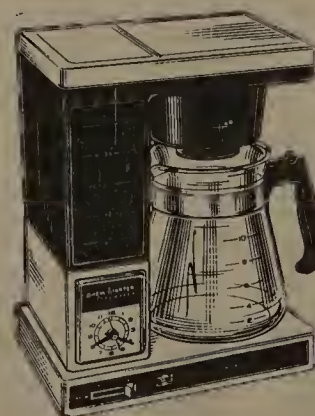
Cash back

-10.00

Employee rebate:

-15.00

\$54.95



GE AUTOMATIC DRIP COFFEEMAKER (DCM 15E)

- Wake up to fresh-brewed coffee. Automatically starts brewing at the time you select. 2-10 cups.
- Lets you make coffee in your sleep.



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SEP 1981

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SEPTEMBER 4, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 32

General Electric News

Outlook: General Manager James Meehan

GPM moves ahead with investments, 'quality system'

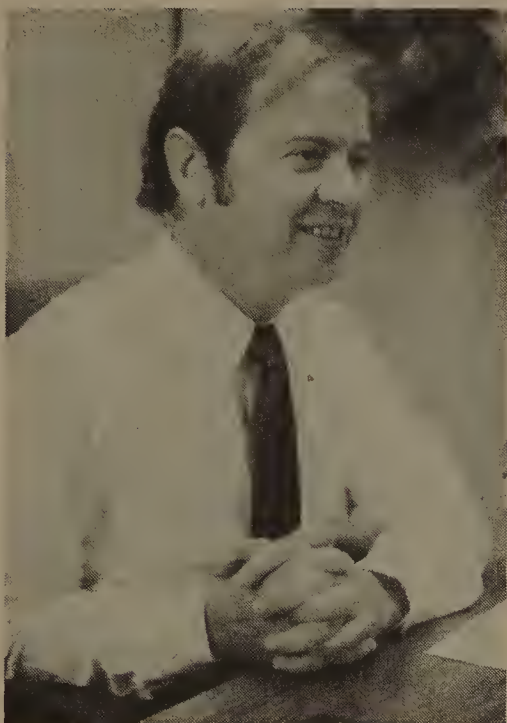
In a recent interview, Jim Meehan, newly appointed General Manager of the General Purpose Motor Department, said that despite the very poor start the department had, it appears GPM will finish 1981 in reasonably good shape, and, most importantly, in good position for 1982.

"The biggest economic factors impacting the department are the abnormally high interest rates we've experienced since December of last year," he said. "With the prime rate in the vicinity of 20 percent, businessmen are reluctant to tie up money in inventory."

Although interest rates are expected to come down when inflation comes down, GPM is not just waiting for that to happen, he noted. Positive steps have been taken to ensure the department stays healthy in this sluggish economic environment.

"For example, Fred Jones, manager of marketing, and I have visited every Components Sales Department district sales office in the country in an all-out effort to drum up business. The message is simply 'sell GPM motors — we deliver quality motors on time.'

"In our business, quality cannot be too strongly emphasized. In an effort to assure quality, this department recently participated in a



GPM General Manager James Meehan said sound progress is being made in GPM's investment program aimed at increasing productivity, despite a sluggish economic en-



vironment. With the competitive situation as it is, "No bad motors can be our only acceptance standard," he added in a recent interview.



quality self-appraisal review directed by Corporate Consulting Services. Results indicate that although our quality is generally good, there are significant opportunities for improvement.

"For the most part, these lie in the areas of —

- product structuring and standardization.

- documentation of a total department quality system.
- introduction of a formal productivity process in our business."

Meehan explained that a "quality system" means that GPM formally recognizes that quality is a total business responsibility — from design to final pack. It starts with engineering designing the product

to the operator making the product. All participants in the process must contribute their portion to quality. One cannot succeed without the other.

"No bad motors can be our only acceptance standard," Meehan said. "Just as dropping one baby out of a thousand on the ward floor is not

See GPM, Page 4.

LABOR DAY
MONDAY

7

SEPTEMBER

Sixth paid holiday

Monday is Labor Day, set aside by Congress in 1894 to honor America's working men and women.

For GE employees, it is the sixth of 10 paid holidays this year.

In recent years the productivity and work ethic of the American people have been called into question. Are American workers getting a bum rap? The GE News takes a look on Page 4.

Fort Wayne GE's diversity helps

Employment up 400 from year ago

Employment at GE plants in Fort Wayne is about 4,700, up from approximately 4,300 this time last year, says Lois Neloms, manager of employment.

Although departments have notified employees of lack of work in recent weeks, no employees have been laid off since June 1981. "This is because some departments have been adding jobs while others have been reducing employment. They've balanced each other out so far," Neloms said.

Jobs lost to competition

Last week, General Purpose Motor, Winter Street, reduced its workforce by about 40 person, partly because of a loss of orders to A. O. Smith in air conditioning and refrigeration markets.

"The compressors that use our hermetic motors are still being built," noted Plant Manager Dick Habegger. "The difference is that

many of these compressors will contain motors built by a competitor rather than by Winter Street."

Other factors causing the reduction in line rates and jobs at Winter Street are the economy and transition of the 140-frame motor to Taylor Street. Habegger said Winter Street must continue to make productivity improvements to attract business now going to competitors.

Winter Street's Quality Circles and investment in new automated winding machines are two major ways it is working to improve productivity.

A seasonal downturn at Hermetic Motor Operation resulted in six employees being notified of lack of work, but they were placed elsewhere.

Neloms noted, "In recent weeks, Specialty Transformer and Specialty Motor have added some people because their businesses have picked up slightly. They were able to

hire qualified employees who otherwise would have been laid off due to lack of work in other departments."

Since Shutdown, SMD has added nine people and STD has added about 20. Both are expected to level off at about current employment levels.

"Things are brighter this year than last year. We no longer have anyone with recall rights on lack of work," said Neloms. "We've even rehired some former employees through the Indiana State Employment Service."

Neloms said GE tries to keep employment as steady as business conditions permit because of the costs associated with laying people off and rehiring.

"On the average, one lack of work notice results in three employees being displaced through the bumping process. Processing, transferring and retraining costs can mount up," she said.

How has retirement income stood up to inflation?

How has the retirement income of GE pensioners held up over the years?

News stories about retirement often highlight the concern many people have about living on a "fixed income" during periods of high inflation.

Is income really 'fixed'?

But just how "fixed" has the income of GE retirees been?

The GE News asked Benefits Manager Chauncey Miller to provide an example to show what has happened to the income of a career GE employee who retired in July 1977.

His example is for a married, hourly employee who retired with 37 years of service at age 62. The employee held an R18 daywork job for the last five years on the job and

worked a reasonable amount of overtime during those years.

The example assumes that the employee earned \$11,500 the last 12 months on the job, based on pay rates in effect at that time. The employee's spouse was 62 at the time of his retirement and was also eligible for Social Security benefits.

The employee's starting GE Pension of \$333 a month was based on the "guaranteed minimum formula" in effect at that time. The formula provided this employee a pension of \$9 a month for each year of pension benefit service — \$9 times 37 years of service equals \$333. (Note: guaranteed minimums have since been raised.)

Retirement income: an example

The table at right shows what's happened to this pensioner's retirement income in the last four years:

Retirement income increases 1977-81

Date	Event	Annual GE Pension	Annual Social Security (Non-taxable)	Annual Total Income
July 77	Employee Retires	\$3,996	+	\$5,940 = \$9,936(a)
Nov. 77	GE Pension Increase (Partial)	\$4,043*	+	\$5,940 = \$9,983
July 78	Social Security Cost of Living Increase (6.5%)	\$4,043	+	\$6,326* = \$10,369
May 79	GE Pension Increase (7%)	\$4,326*	+	\$6,326 = \$10,652
July 79	Social Security Cost of Living Increase (9.9%)	\$4,326	+	\$6,952* = \$11,278
July 80	Social Security Cost of Living Increase (14.3%)	\$4,326	+	\$7,946* = \$12,272
Feb 81	GE Pension Increase (10%)	\$4,759*	+	\$7,946 = \$12,705
July 81	Social Security Cost of Living Increase (11.2%)	\$4,759	+	\$8,835* = \$13,594(b)

* Denotes increase in payments.

(a) 86% of final 12 months earnings of \$11,500.

(b) up 36.8% since July 1977.



Has retirement income kept pace with inflation? The story above shows how the increase in career employees' GE Pensions and Social Security have helped maintain the buying power over the past four years of a pensioner who retired in July 1977.

As the table shows, the retiree's total income from GE Pension and Social Security has gone up 36.8 percent over the last four years.

During the same period, the Consumer Price Index has risen 49.3 percent.

"But one important thing that needs to be considered," said Miller, "is the retiree's income tax situation."

He pointed out that Social Security payments are not taxed, and for many pensioners the taxes on GE Pension payments are relatively small.

In this example, if the GE Pension is the retired couple's only source of income besides Social Security, their income now would not be taxed at all. This is because each of them receives a double tax exemption for being over 65.

'After-tax increase'

So, most of the pensioner's increase in income of nearly 37 percent over the four years is an after-tax increase. This compares very favorably with an active employee who received a 48 percent before-tax increase in income over the four years.

The tax advantages that many retirees have are often overlooked.

Once the income of active workers is taxed, they are often left with an after-tax increase of about 37 percent or less. This is equal to the after-tax increase of 37 percent for the retiree in our example.

"Of course everyone's case is different," notes Miller. "But I think this example helps show that increases in GE Pensions and Social Security have done a pretty good job of maintaining the buying power of a pensioner's retirement income."

"When you consider the after-tax numbers, it is a very respectable retirement package for the career employee. The tax advantages that many retirees have is a fact that's often overlooked. But it's the real way to measure retirement income, because people spend only after-tax dollars."

"For GE pensioners, at least, retirement income has certainly been far from fixed," he concluded.

Q & A

GE Benefits:

- Insurance coverage for hearing aid

Q: I recently bought a hearing aid expecting GE insurance to pay \$300 of my bill. That's what I understood from reading my Benefit Summary Plan Description. But when I got my bill, the insurance paid only \$212.50. Please explain.

A: A hearing aid is a Type B medical expense under the Comprehensive Medical Expense Insurance Plan. There is an annual deductible of \$50 for Type B expenses.

This means that the employee pays the first \$50 of Type B expenses for himself or a covered dependent during a calendar year. The insurance then will pay 85 percent of covered Type B expenses in excess of the \$50 deductible for the year.

The plan does provide coverage of expenses for the purchase of a hearing

aid and the examination and fitting of the hearing aid, within the following limitations:

- Only one purchase in any 36-month period.
- Up to \$300 of expenses will be considered for each covered purchase.

For instance, let's say your bill for the hearing aid was \$350. The most the plan will pay is 85 percent of \$300 of expenses (the coverage limit) or \$255. This occurs only if you already have met your \$50 deductible for the year.

If you haven't yet fulfilled your deductible requirement, you pay the first \$50 of the claim's \$300 of covered expenses. The plan will pay for 85 percent of the remaining covered amount of \$250, or \$212.50.

The plan does not say it will pay up to \$300. It says it will consider up to \$300 of hearing aid expenses. It pays those expenses the same way the plan pays all Type B claims.

Other hearing aid expenses, such as repair or replacement of parts, are not covered under the plan.

Homer Jennings
Manager of Insurance Claims Disbursements

(Note: If you have a question about GE benefits, please send it to the GE News, Building 18-3, and we'll see that it gets to the right person. We'll print your question and the response in the GE News as space permits. Please be sure to include your name and location so specific answers can be sent to you.)

Golf Corner

By Roy Brokaw

Bill Sutton shoots near-record 33 as golfers complete league play

Highlights Around the Leagues: Bill Sutton was one over par through the first five holes, then he caught fire with four consecutive birdies on holes 15 through 18 to finish with a three-under par 33 at Brookwood. Bill was just one stroke off the all-time GE record of 32.

Leagues name winners

More leagues completed final play last week in preparation for the playoffs. In the Wednesday Foster Park League, the winner is Team 4, the Flying Divots, captained by Eben Cobb. Their eligible players are Lyle Johns, Ev Hardy, John Thurber, Dave Donnelly, and Cobb.

Pros in first

In the Monday Brookwood League, first place went to Team 5, the Pros, captained by Leon Lahrman. Their players are Bob King, Dave Gerardot, Cal Hapner, Doug Biedenweg, and Lahrman.

In the Thursday Foster Park League, Taylor Street, the first place teams consist of Kenny Bainbridge and Lee Guillaume in the North Division, and Glenn Cole and Russ Kinsey in the South Division. The above four players will go to the playoff, plus alternates Gene Kelsey and Lum Rider.

Men's Golf League Low Scores:

Bill Sutton 33, Roy Brokaw 37, John Elliott 38, Gary Sykes 38, Mel Guillaume 39, Terry Bashelier 39, Bill Poole 39, Dick Parlow 39.

Ladies Golf League Scores: The ladies league completed final play last week, and their first place winners are: A Flight, Nancy Dusing; B Flight, Flo Stocko; C Flight, Jennie Holderness; D Flight, Amy Ford.

Low putts: Jean Beatty, with a 17.5 average. Most improved golfer: Nancy Dusing with an 11.22 stroke improvement.

Hi-lo winners listed

In the hi-lo tournament last week, the winners were Lois Perrine and Jennie Holderness with 46.

Birdies: Bill Sutton (4), Roy Brokaw (2), Dick Parlow (2), Mel Guillaume, Vance Fenimore, Duke Lively, Leland Richardson, Mike Hutmacher, Frank Chandler, Ron Fisher, Ralph Buckmaster, Terry Dorman, Glenn Cole, Larry Loe, Tom Bush, John Baughan, Mark Cooke, Jim Schwartz, Gary Sykes, Jerry Smith, Terry Bashelier.

Sandbagger of the Week: Terry Dorman 40, 10 strokes under his average.

Putter of the Week: Bill Sutton, with 12 putts.

40 years of service . . .



Thomas Harber and John Schlichter recently celebrated 40 years of service with GE at Taylor Street GPM.

Bowling leagues open

There is still time to join a bowling league at The GE Club. There are leagues for men, women and mixed to choose from. Call Ext. 2042 to join.

Tennis deadline today

Today is the deadline for entering the GE Club Open Tennis Tournament. Any GE employee can enter the tourney to be played Sept. 12-13 at Concordia College.

Reservations can be made by calling the GE Club at 2042 or Rick Stoller at Ext. 2666. Entry Fee is \$5.

Dancing lessons to start

Square dancing lessons for GE employees and guest couples will begin Friday, Sept. 11, in the GE Club gymnasium.

The five lessons are free to employees. Classes last from 7:30 to 9:30 p.m. For information call Carl Brandt, 456-2638.

In memory

Paul Peden, 3002 Witchwood Drive, died Aug. 25. He was a bowling alley attendant at the GE Club prior to retiring in 1973.

Lloyd Wire, 3002 Northside Drive, died Aug. 25. He was a checker-marker at HMO's Engle Road warehouse before he retired in 1978.

ADLETS

RIDERS WANTED

HUNTINGTON TO BDWY, 1st shift. Ext. 3667.

FOR SALE

CORK SHEETS, 12"x24"x1/4", \$1 each. 745-2120.

'80 HONDA CUSTOM 400, mag whls, 2,700 miles, showroom cond., \$1,400. 747-4788.

ELECTRIC CERAMIC TOP RANGE, \$325; elec dryer, \$200, ex. cond. 749-4760.

SOLID WOOD FRONT DOOR, 6'x7-3/4"x3", \$10. 745-9903.

'77 BOAT & TRLR, 170 HP I/O, ex. cond., \$4,900, aft. 5 p.m. 747-5115.

ORGAN, Werlitzer Funmaker w-synthesizer, \$500. 749-8872.

DECORATIVE ROD, 54"x96"; drapes, like new, open weave, 92"x82". 432-8644.

CARPET, shag, gold, 24'x14'. 432-5648.

BRASS DECORATIVE ROD, ex. cond., \$12. 432-2097.

AUTOMATIC TRANSMISSION from '77 Ram-charger; L.F. fender & radiator. 432-5892.

CONTRACTOR'S UTILITY BOXES for 8' pick-up, \$325, aft. 4 p.m. 749-1002.

CLOTHESLINE POSTS, 2, \$30; lumber, 2"x10"x13'. 422-6997.

GARAGE SALE, Sept. 9-11, 8-5 p.m., 3921 Hoagland Ave.

GAS HOT WATER HEATER, new, 30 gal. 456-4742.

'80 CHEVETTE, 4 dr., air, 4 spd, AM-FM, tlt. 432-8062.

JUMPSUIT & pants suit, szs 5 & 7, for eve. wear. 432-6180.

'71 HILLCREST MOBILE HOME, 12'x60', like new, many extras. 493-3407.

CONSOLE COLOR TV, ex. cond., \$150; straw, \$1.25/bale, aft. 4 p.m. 493-3258.

8' ELECTRIC BASEBOARD HEATER, 220V, \$40. 1-854-3443.

GARAGE SALE, 5404 Maurane Dr. (Time Cnr area), Sept. 5-6, 9-5 p.m.

CONN SINGLE FRENCH HORN w-case & E flat slide, ex. cond. 747-1294.

YOUTH BED w-mattress, metal, \$10. 749-2323.

TANDEM BIKE, ex. cond., red w-ww tires, sgl spd, \$50. 747-0885.

'71 MERCURY COMET, 6 cyl, good tires. 432-3305.

GE DRYER, 3 yrs. old, ex. cond., mst sell, \$110. 485-5119.

MEDITERRANEAN PECAN DINING TABLE, oval, 2 lvs, 4 chairs, like new. 426-2442.

PINBALL MACHINE, ex. cond., \$250. 482-1604.

GIRL'S 20" BICYCLE, Sears, good cond., \$30. 456-5532.

ELECTRIC STOVE, \$35. 424-8607.

LOUNGE CHAIR w-ottoman, newly uphols., brnt org, \$25. 483-7778.

MUSTANG FLOOR MATS; 19" color TV, needs pic tube. 747-6507.

'69 CAMARO DRAG CAR, new paint, fbrgls frt, many extras, \$2,200. 447-2984.

8 RM HOUSE, 4 bdrms, 2 car garage, air, 3 yrs. old, NE. 749-2180.

CONSOLE COLOR TV, good cond., \$175. 447-1721.

'58 GMC LIFT TRUCK, 2 ton hydraulic, 6 cyl. 432-2122.

CARPET & PAD, gld, 11'x14 1/2', \$45; tenor guitar, \$25. 485-0174.

GAS REFRIGERATOR, working cond., 20 cu. ft., \$30. 747-3266.

STORM DOOR, alum w-self store scrn, 2'8"x6'8", ex. cond., \$25; alum scrn dr. 432-9026.

'80 CAMARO, 3 spd, like new, PS, spoiler. 493-4779.

BENCH & TABLE, \$20; baby car seat, \$8; skis, boots, pole. 456-3607.

44 CAL. BLACK PWDR PISTOLS & acces., 2, \$175/both or \$90/each. 483-4539.

'78 HARLEY DAVIDSON SPORTSTER, low miles, ex. cond., extras. 637-6744.

EXERCISE BICYCLE, good cond., \$25. 493-4104.

GARAGE SALE, Sept. 3 & 4, 9-5 p.m., 5225 Yorkshire Drive.

OAK BUNK BEDS, complete w-mattresses. 482-1770.

RHODE ISLAND RED LAYING HENS, 7; wading pool w-filter, \$20. 625-3188.

GARAGE SALE, clothing, misc. items, Sept. 3 & 4, 9-5 p.m., 1006 Ludwig Park Dr.

VINDALE MOTOR HOME, 14'x70' w-7'x15' add-a-rm, many extras, can stay on lot. 483-2515.

SNOW TIRES, 2, C78-13, Firestone, ex. cond., aft. 5:30 p.m. 447-5232.

36' EXTENSION LADDER, Craftsman, medium duty. 745-2907.

YARD SALE, 521 E. Hawthorne, Sept. 5, 6 & 7, glider, TV, closet.

WANTED

METAL STEPS for house trailer. 747-0633.

SERVICE MANUALS for '55-'57 Ford T-birds & parts. 672-2249.

FREEZER in good cond. 422-9727.

GE REFRIGERATOR w-fzr on bottom. 747-2469, eves.

FORD VAN, '65 or older, 6 cyl, 3 spd, fair body, reas. 489-9352.

LIONEL & American Flyer trains, any cond. 1-724-8011.

METAL STORAGE SHED, sm, usable, will move. 493-3144.

*ADLETS

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| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

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Forbes writer finds work ethic alive and well at GE

Are American workers getting a bum rap? A *Forbes* magazine writer, Jerry Flint, is convinced they are as a result of his visits to several U.S. industries.

GE's television plant in Portsmouth, Va. was mentioned in the lead segment of the article (July 6, 1981) as proof that U.S. workers still have the American work ethic.

GE work ethic alive and well

If Flint had been able to visit more GE locations, he would have further confirmed his findings. The attitudes of the people in Ports-

mouth are representative of GE employees from California to Maine. These employees realize the necessity of making extra efforts in responding to customers who increasingly demand better service and higher quality. Here's a look at a few of these employees.

Personal sacrifice got job done

At the Simulation and Control Systems Department in Daytona Beach, Fla., employees produced in three weeks what would normally take 10 weeks. A customer wanted 800 printed circuit boards now and

SCSD jumped in with a whopping effort — a 64-hour work week.

"I just haven't enough good words to say about how the people responded," said Manufacturing Operations Manager Ron Smith. "We now have a happy customer, who knows we'll always come through. It's just great."

Burning weeks of midnight oil

Sometimes dedication to a job comes in the form of a long hard grind to finally reach a goal. In Owensboro, Ky., eight employees are putting in 12 hours a week for 17

weeks through the Individual Development Program to learn to operate lathes and drills.

Nancy Kissinger is taking the class so she "can look for quality problems better by understanding the machining process." Joan Banks wants to upgrade herself for a future job.

Spending a grand total of 1,552 training hours — to say nothing of the hours away from their families — for self-improvement on the job, this ambitious group clearly has the work ethic.



Herb Malland (left) was nominated for a Quality Makers award by fellow employees Carl Householder, Delbert Reiter and Bill Billue.

Extra effort abounds at Fort Wayne GE

Is the American work ethic alive and well at Fort Wayne GE locations this Labor Day, 1981?

Just ask the co-workers of Herb Malland, repair and return at GPM Taylor Street. They thought enough of his extra effort on the job to nominate Herb for a Quality Makers Award.

Herb earned the appreciation of GPM management and his co-workers alike with his perseverance in making sure only good quality motors were being shipped to a manufacturer of farm ventilation fans.

This customer had sent about 200 motors back to GPM to have the leads changed. Herb ran some of the motors after they had been changed and "they just didn't sound right."

After 40 years of working around motors at GE, Herb knew something was wrong. At first no one he notified took much interest in his claims, but his persistence finally inspired an analysis. Tests showed there was indeed a problem.

The motor application turned out to be different than what it was originally designed to do, and the lead change aggravated the problem. All the motors were cor-

rected before they were put to use in the field.

Doing the impossible

Recently at Broadway GPM, Don Smith, set-up P&J, tackled a problem thought impossible to solve.

Problems had developed on some DC explosion-proof motors. Because of the critical dimensions, it was thought that the endshields would have to be scrapped and redone.

That's when Don said he was willing to try the "impossible" task of remachining each endshield individually. His willingness and skill save GPM from having to scrap \$6,000 worth of endshields.

Defect spotted in time

At SMD Taylor Street recently, motor assembler Marian Gomez recognized that motors were being built without a necessary rubber washer. Her efforts saved SMD from shipping over 500 defective motors to an important customer.

These and other employees like them at Fort Wayne GE plants demonstrate day-in and day-out that the American work ethic is alive and well this Labor Day.

GPM

Continued from Page 1.

accepted by the hospital or parents."

Meehan described producibility as "a marriage of theory and practicality." An example is a manufacturing engineer working with a design engineer so that when the design is finished, the product will be produced at the lowest cost in the highest quality.

Meehan gave this overview of Fort Wayne operations:

Taylor Street

Meehan pointed out that the Taylor Street Operation currently is operating in an extremely tight order situation. "But, they've been there before and have been successful in pulling in short-term business to fill out the schedule."

He noted that Section 14 is an unusually complex business capable of making over 4,000 motor models. Because no individual customer represents a significant percentage of Taylor Street's business, they have to please all 500-plus customers each and every time — not just a few large, influential ones.

Winter Street

Winter Street is experiencing a general decline in business plus very stiff competitive pressures. Their outlook is not favorable. Just last week 40 hourly employees received lack of work notices.

"Unfortunately, this was primarily because the business simply is not being competitive," Meehan said. "There is a desperate need for productivity improvement."

In response to this need, Winter Street has been investing heavily in equipment, such as new winding machines. Quality Circles also provide an avenue for employees to contribute to quality and productivity improvements. "We need the unqualified support of every single Winter Street employee if we are to be successful in the months ahead. We are heartened by the response of the vast majority of the workforce," Meehan said.

Broadway

The Broadway plant presents the brightest picture for GPM in Fort Wayne, although the AC business will probably soften in the last quarter from the all-time high achieved during the first eight months of this year.

Broadway has a variety of cus-

tomers; but much of its business is concentrated in the data communication area. Customers include IBM and MPI (Magnetic Peripheral, Inc.). Any downturn affecting these customers would have at least an equivalent impact here.

Although Broadway's DC motor business is down from last year, right now it's holding with some softness in the battery truck line.

Golf cart customers such as E-Z-Go are receiving inviting overtures from foreign competitors — most notably Hitachi.

"In order to retain 100 percent of this business, we must hold our cost-price position and improve our quality image," Meehan said.

Significant investments have been made on both the AC and DC lines to meet this competitive thrust.

For example, by October the AC line will have new Voisin die cast equipment which will replace two existing machines. On DC, automated commutator brazing of armature leads has been implemented, and a major rearrangement involving new tables and power conveyors in the assembly area has increased productivity.

GPM intends to lead industry

Meehan concluded that GPM intends to lead the industry by aggressively pursuing opportunities, higher quality and higher productivity.

"Of great importance is our program to assure proper, fair, consistent, and competitive wage management practices. This program has a proven track record and will continue to be emphasized as a part of this department's overall business plan."

Meehan said, "There is a lesson for every single GPM employee when we look at what has become of some industries that the U.S. dominated for decades. Our industry will not suffer the fate of the automotive, television, motorcycle, camera and a host of other industries that have been crushed by overseas competitors."

Personal excellence is key

"Our future is here, and it is up to each individual to secure it through personal excellence in everything we do — from having the cleanest, most efficient plants in the industry to building the best motors in the world."

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FORT WAYNE, INDIANA

VOLUME 63, NO. 33

Motor Technology Operation expands services to GE product departments

High technology, international competition, increased emphasis on quality — that's the wave of the future for GE's motor businesses.

The wave of the future, says Bill Ehner, general manager of Motor Technology Operation, "Will be brought about by the combined effort of many people and their commitment to excellence and the success of their business."

Riding the crest of that wave is the Motor Technology Operation with headquarters in Fort Wayne.

MTO serves Fort Wayne and other GE businesses by manufacturing magnetic wire, transporting products, developing ways to improve motor efficiency through the Applied Research and Development Laboratory, by developing im-

proved manufacturing processes and by reducing costs through Group Purchasing.

Ehner and many of his people have traveled throughout the world to keep abreast of the latest technologies, and MTO has invested millions of dollars to apply them to the businesses it serves.

Last week, Ehner gave the following update on MTO operations:

AMO focuses on high technology

MTO's Advanced Manufacturing Operation is the leading edge of the Motor Business Group's thrust into new manufacturing technologies.

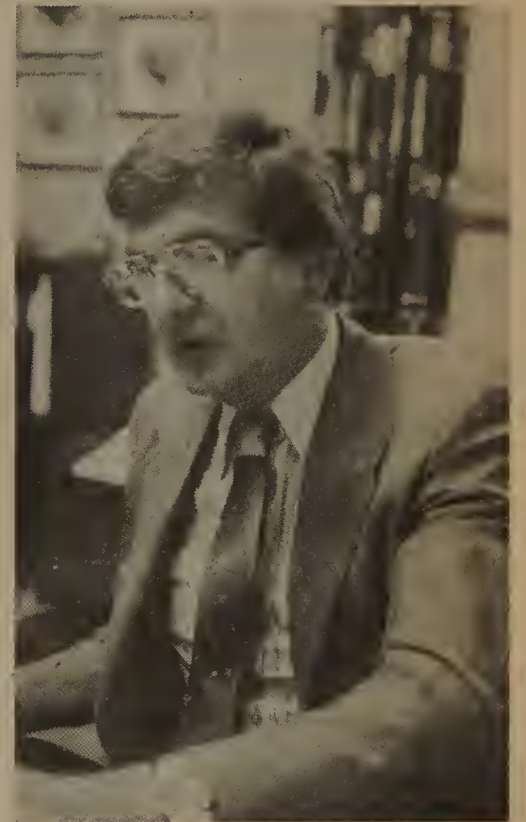
AMO is investing heavily in sophisticated equipment and this year has substantially increased the number of engineers and techni-

cians, particularly in computer science.

"In general our business is an all-time record high in the engineering area," said Ehner. "This reflects the high technology we can bring to bear for our motor business customers."

International standards of quality and productivity are forcing the motor businesses to stay on the forefront of manufacturing technology. As these businesses shift from "islands" of high technology — a winding machine here and an automated die cast machine there — to "integrated systems," more demands are being placed on AMO.

"We're suggesting that lower technology services be performed by someone else, so we can concentrate



Bill Ehner, MTO general manager.

See MOTOR TECHNOLOGY, Page 4.

Company takes action to improve plant security



Marv Hamilton, responsible for plant security, Dick Huhn of Area Services and Bob Walt of plant protection inspected fence lines at all plants in recent weeks. Repairs and improvements will be made as soon as possible.

Police have arrested a suspect in connection with the rape attempt Aug. 26 at GE's Broadway plant.

Several GE employees have identified the suspect as the man they had seen previously on GE property.

GE is continuing with a review of security at all Fort Wayne plant locations. Here is a summary of company actions:

- Police patrols of parking areas are continuing during second and third shifts at Broadway plant locations, said Marv Hamilton, who has responsibility for plant security.

- Police patrols inside Fort Wayne plants have been initiated.

Gate checks to increase

- The visibility of GE's plant protection force has been increased. Plant security officers have been directed to closely observe the movement of people in and out of the plants. Because it is not possible for them to know every employee, employees may be asked for identification.

"The security officers will be courteous, and we ask employee cooperation and understanding," Hamilton said. (See related story on this page.)

- Parking arrangements for third shift employees have been reviewed on a plant by plant basis, and changes have been made where deemed necessary.

- Outdoor lighting has been reviewed, and lights have been re-

placed where needed.

Fencing to be repaired

- Police and plant protection personnel have conducted a survey of fences around GE property at all three Fort Wayne locations. Fence repairs will be completed as soon as possible.

As part of the overall review of plant security, additional actions are being considered. These include electronic monitoring of GE property and a badge identification program as suggested by several employees.

Sign-in, sign-out to begin Monday

A new company security procedure will go into effect Monday, Sept. 14, at all Fort Wayne GE plants.

Anyone entering or leaving the plants between 6 p.m. and 6 a.m. on any day of the week and anytime on Sunday will be asked to sign in and sign out.

The only exceptions are the hours for normal shift change and normal second shift lunch periods. People passing through plant gates at these times will not have to sign in and out.

All overtime workers will be required to have gate passes.

Q & A

GE benefits:

- Decline in value of S&SP's Long Term Interest Fund

Question: When the Savings & Security Program's Long Term Interest Fund (LT Fund) was established in January 1980, units were valued at \$10. The unit value at the end of July was \$8.70. Can you explain why this new Fund has decreased in value? I'd also be interested in how the LT Fund interest rate is calculated.

Answer: Let's take a simplified look at how the daily value of a Long Term Interest Fund unit is determined.

First, LT Fund invests primarily in bonds. Second, the Fund's investments are for long term. It invests in bonds issued by corporations and the government that will be redeemed in 10, 20, or 30 years. The Fund may buy or sell its bonds at any time if it is to the advantage of the Fund even though the bonds have not reached maturity.

Why LT Fund price falls

Let's assume the LT Fund purchases some 30-year, \$1,000 bonds issued by the XYZ Corporation at 15%. This means XYZ will redeem each bond for \$1,000 in 30 years and, meantime, it will pay 15% per year (\$150) to the owner, the LT Fund.

Now suppose interest rates climb and new bonds being issued by other corporations are at 17%. Bond buyers can now buy a new 17% bond for \$1,000 and receive \$170 per year. Someone who wants to sell the old XYZ bonds with the 15% interest rate will have to put them on the market for less than the face value of \$1,000 — maybe \$880. Buyers may find that price attractive since

As interest rates rise, the price of LT Fund units declines.

for an investment of \$880, they will receive a 17% annual return. (\$150 divided by \$880 equals 17%.)

Just the opposite occurs when interest rates drop below 15%. Then buyers looking for investment in bonds may be willing to pay more for the old 15% bonds of XYZ Corporation and perhaps offer \$1,100 for the \$1,000 bonds to collect that 15% over the remainder of the 30 years.

In short, when interest rates are rising, the price of an LT unit will be falling. When interest rates are dropping, the price of a unit will be climbing.

Remember, the LT Fund owns many bonds at varying interest rates. The going value of these bonds on the market changes almost every day whether or not the LT Fund sells any.

How price is determined

Here's how the price of an LT Fund unit is determined on a particular day: The market value of each security owned by the Fund is determined. These values are totaled. The total value is divided by the number of LT Fund units outstanding. This figure becomes the LT Fund's unit price for that day.

Another fact should be remembered if you elect to reinvest the interest your LT Fund units earn by buying new units in the Fund: As

the price of an LT Fund unit goes down, the interest reinvested will buy more units than it would if the price held steady. If the price of a unit climbs, the interest your investment earns will buy fewer units to add to your holdings.

In general, you should be concerned about the unit price when you are "cashing in" your investment because of withdrawal or retirement. At that time it's advantageous to "cash in" at the highest possible price. At other times the low price may be more advantageous because your investment buys you more Units.

Now for information on the Fund's interest rate:

An interest dividend from investments is declared daily and paid to participants or reinvested in new Units for them on the last day of each month. To do this, the net income earned for each day is divided

by the number of LT Fund Units outstanding for that day. These daily dividends are accumulated and, based on the number of Units in each account, are credited to the participant.

The "year-to-date annual income rate" that is reported in the GE News is obtained by taking the net income accumulated to date for one Unit, projecting it for the year and then dividing by the Unit price at the beginning of the year.

The "net current yield" as shown in the final note of the report in the GE News represents the projected annual income of the long-term investments of the Fund's portfolio as of a particular day, divided by the total value of the Fund's investment assets.

Chuck Welch
Manager of Communication
and Relations Planning

July prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in August. The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	YTD Annual Income Rate		Long Term Fund Price	YTD Annual Income Rate
			1980	1981		
January	\$61.863	\$29.643	10.8%	13.1%	\$9.31	14.1%
February	63.118	28.834	10.00	13.1	9.07	14.3
March	66.580	29.905	10.00	10.9	9.19	13.9
April	66.732	30.271	10.00	10.9	8.87	13.8
May	64.688	29.861	10.00	10.9	9.07	14.2
June	65.182	30.349	10.00	10.9	8.96	14.2
July	61.085	29.563	10.00	11.0	8.70	14.2*

*At July 31, 1981 the Net Current yield of the long term investment portion of the fund was 14.9%.

Information on the Long Term Interest Fund is published monthly in the GE News. Because of high interest rates, the price of LT Fund units have declined since the first of the year. Lower prices make it advantageous to buy units, but not a good time to be cashing LT Fund units in. Holding Period Fund units are converted at the end of the holding period into LT Fund units. Persons in the Retirement Option Account also may invest in the LT Fund.

United Way dollars support YWCA programs

GE employees help shelter women victims of violence

The new YWCA in Fort Wayne is a lot more than a place to swim and exercise — and it's not just for women.

Members of the Employee Com-

munity Services Fund board toured the new facility at 2000 Wells Street last month to find out how part of GE employee contributions to the United Way is being spent.



Members of the GE Employee Community Services Fund board recently toured the YWCA facilities, including the new pool. They learned how United Way dollars are used to support the Women Victims of Violence and other YWCA programs.

The United Way of Allen County provides about 25 percent of the local YWCA's operating budget.

One of the most important of these programs is the Shelter for Women Victims of Violence, said Vivian Lansky, YWCA director of community relations.

The program provides temporary residence for women who have suffered extreme emotional or physical stress.

Use of shelter increases

"We had a 29 percent increase in the number of women using the program in 1980," Lansky told ECSF board members. The women receive legal assistance, help in finding jobs and housing and sometimes take part in parenting classes. Women and their children are allowed to stay for up to 30 days, and whereabouts of the shelter is kept confidential. It is not at the YWCA facility.

What is at the new YWCA is a long list of new programs for the entire family. There is a new, colorful, olympic-size pool, a new exercise



room, tennis courts, gym and an outdoor track.

The YWCA has over 5,000 members and is growing fast. There is plenty of room for additional growth on the wooded, campus-like tract that used to be St. Vincent's Villa Children's home.

Each quarterly session of YWCA activities involves over 100 classes — from dance to drama, from clowning to career education. The Girl Scouts of America have made use of one of the seven buildings on the site. Other rooms and facilities are rented to the public for receptions and luncheons.

Facilities were designed with the handicapped in mind, and day-care services are offered to members during class sessions.

Golf Corner

By Roy Brokaw

John Segyde shoots low score of 38

Highlights Around the Leagues: We now have a total of seven golf leagues qualified for the championship playoff. The Monday Colonial Oaks League's winning team is Team No. 4, captained by Mel Guillaume. Eligible players are: Jim Witzigreuter, Art Lantz, Lloyd Finstad, and alternate Ben Knuth and Guillaume.

In the Tuesday Brookwood League, the first place team is Team No. 2, The Dazzlers, captained by Bill Abel. Their players are: John Elliott, Al Kruetzman, Jack Starwalt, Mike Windell and Abel.

In the Wednesday Brookwood League (GPM, Winter Street) Team No. 2, captained by Jack Lemon, finished first. Their players are: Bill Pappert, Randy Hawthorne, Thad Lewandowski, Darrall Kissinger

and Lemon.

The final two teams, yet to qualify because of make-up matches, will be the Wednesday Brookwood League (AMO) and the Thursday Brookwood League (Taylor Street-Owl). Since the championship playoff will be next Saturday, this will be the final regular golf column of the season.

Men's Golf League Low Scores: John Segyde 38, Roy Brokaw 39, John Baughan 39.

Birdies: John Segyde (3), Henry Helberg, Roy Brokaw, Ted Lauterberg, Bill Corry, Jim Brake.

Sandbagger of the Week: Bob Aldridge 44, 8.6 strokes under his average.

Putter of the Week: Walt Barnes, with 13 putts.

Alley Chat

By Connie Houser

Few openings remain in bowling leagues

There are a few openings in the following GE Club bowling leagues:

Monday Morning Ladies, 9 a.m.

Monday Nite Ladies, 8:30 p.m.

Tuesday Afternoon Ladies 3:45 p.m.

Hermetic League, Tuesdays, 8:45 p.m.

Wednesday Owl, 9 a.m.

Wednesday Small Motor, 6 p.m.

Scott Foods (mixed), Wednesdays, 8:30 p.m.

Friday Nite Ladies, 6 p.m.

Friday Nite Taylor Street, 6 p.m.

Sunday Sandbaggers (mixed),

1:30 p.m.

The following leagues bowl every other weekend:

Maws and Paws (mixed), 4 p.m.

Sunday Nite Mixers (mixed), 6:30 p.m.

There are openings for individuals, couples or full teams in the above leagues. Also keep in mind the small fry bowl Saturdays in the Junior League, and league coach Dave Uncapher has openings for ages eight through 18. Call Ext. 2042... today or 426-8487.

ADLETS

RIDE WANTED

DEERFIELD ESTATE (Hwy 14) to BDWY, 1st shift. 432-8644.

AUBURN TO COLLEGE OR BDWY, 1st shift. 1-351-3412.

FOR SALE

SNOWMOBILE TRAILER; ceiling furnace, 85,000 BTU, 110V, nat. gas. 426-1690.

HAMMOND ORGAN, w-bench, ex. cond., best offer. 489-6801.

COUCH & CHAIR, grn plaid, herculon, \$50. 422-4593.

15' TRI-HULL, A-1 cond., full cvr, 70 HP Johnson, D.F., Trlr, \$2,800. 745-3759.

DOUBLE BED, includes box springs, matt. & hdbd. 483-3373.

'65 GMC TRUCK. 424-6354.

'75 HARLEY DAVIDSON 250 CC, street & trl, \$450, nice. 639-3079.

REFRIGERATORS, 2, for cottage or garage, \$45 ea., aft. 4 p.m. 426-6986.

MOBILE HOME, 12'x60' & ext., \$4,800. 749-0683.

GERMAN SHEPHERD PUPS, \$20/male, \$30/female. 493-4881.

REFRIGERATOR, 18 cu. ft., frost-free, ex. cond., \$200. 485-2193.

WASHER w-suds-svr, good cond.; gas dryer. 639-3335.

POLAROID SX-70 CAMERA, like new, \$75; graphite tennis racket, \$185 new, 6 mos. old, \$75. 485-0098.

ANTIQUE OAK TABLE, rope legs, 44"x44", \$350. 627-3423.

PRTBL TYPEWRITER, \$60; rd coffee tbl; baby scales; bwl ball. 747-3871.

10-SPD BOY'S BIKE, Huffy Deluxe, good cond., \$60. 1-547-4137.

CHANDELIER, blk chain w- 5 lights, \$30. 749-9320.

COLEMAN CAMPING GAS HEATER, \$15; 1" micrometer, \$15. 489-5257.

LOVESEAT, lt grn; 2 cane & vlt side chairs, ex. cond. 639-6580.

PACKARD UPRIGHT PIANO, very good cond. 489-9735.

ADULT THREE WHEEL BICYCLE, 3 spd; tandem; others. 747-5510.

TOWEL BARS, hexagon, brass & chrome plated. 745-2120.

KING-SIZE BED, Sears Post-o-Pedic, firm, mpl hdbd, ex. cond., \$300, firm. 1-419-899-2372.

TILLER, Troy built; rad. arm saw; chain saw; wood lathe, aft. 5:30 p.m. 693-3459.

FREEZER BEEF, cut, wrapped & frzn, \$1.27/lb. hanging wt. 637-6503.

'69 KAWASAKI 350 MOTORCYCLE, runs good, first \$250. 447-6740.

'73 HONDA 175, electric start, 3,000 miles, \$350, aft. 6 p.m. 485-5293.

THREE BDRM HOUSE, 1 1/2 baths, fr w-frpl, cen air, 2 car gar, crnr lot, gas hot wtr heat, contract, Aboite Twnshp. 432-9078.

WATER SOFTENER, Sears, one yr. old, aft. 6 p.m. 486-1240.

AIR SUSPENSION SPEAKERS, 2, 50 watts, MCS series, \$200. 485-2606.

'69 CHEV IMPALA, V-8, 4 dr, blue, clean, \$300. 426-0916.

CARPET & PAD, shag, 12'x20'; 3' ext. door & frm; casemt window, 3'x4'. 447-9696.

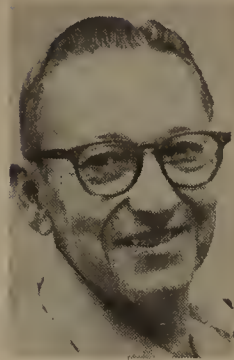
WASHER & DRYER, aft. 5 p.m. 447-6620.

3 LB. SLIM BELL EXERCISERS, new, \$6.50; music boxes. 447-4606.

22" SELF-PROPELLED LAWN MOWER, Sears, like new, \$90. 456-2451.

16' MARK TWAIN, 125 HP Merc. Shrlne Trlr, ex. cond., weekdays, \$2,500. 745-1645.

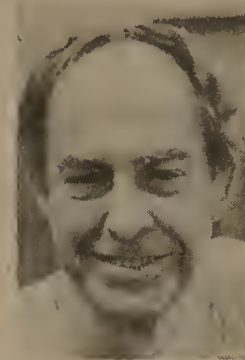
40 years of service . . .



Wendell Haflich
GPM, Taylor St.



George Lambroff
Area Services, 20-2



Marion Sienkiewicz
MTO, Wire Mill



Charles Campbell
Area Services

GE employees 'POP' for jobs

The following GE employees were assigned jobs through participation in the Promotional Opportunities Program in recent months:

Jim Smith, supervisor of shop operations, SMD, Job No. 81-44; Bob Lemon, traffic manager, MTO, Job No. 81-46; Donald Connett, specialist in disputed receivables, GPM, Job No. 81-47.

Connie Lipp, production clerk, SMD, Job No. 81-49; Bonnie Wolf, specialist in methods and time standards, GPM, Job No. 81-58; Patricia Murtaugh, specialist in customer order processing, GPM, Job No. 81-68.

Sarah Saxman, general clerk - timekeeping, SMD, Job No. 81-73. Sheila Harrington and Carol Moore, sales assistants, CSD, Job No. 81-79.

Marion Hamilton, IDP stock inventory clerk, GPM, Job No. 81-84; Jack Swanson, foreman, GPM, Job No. 81-89; Scott Runge, computer operator trainee, Motor Business Group Finance, Job No. 81-94.

Chuck Clampitt, specialist in inventory control, SMD, Job No. 81-96; Diane Roth, office machine operator, GPM, Job No. 81-100; Margaret Spearin, stenographic clerk, GPM, Job No. 81-101.

Holly Fuhr, specialist in product application, SMD, Job No. 81-112; David Prough, electrical engineer, MTO, Job No. 81-115; Lloyd Worley, quality control engineer, SMD, Job No. 81-121.

H. Darlene Ruble, specialist in time standards and methods, SMD, Job No. 81-126; Melvin Schrader, material clerk - DC area, GPM, Job No. 81-127; Paul Riggle, design engineer, SMD, Job No. 81-128.

Terri Handshoe, keypunch operator - payroll, GPM, Job No. 81-130; Cynthia Morningstar, senior personnel accounting clerk, Motor Business Group Finance, Job No. 81-131; Maritza Badger, personnel accounting benefits clerk, Motor Business Group Finance, Job No. 81-132.

WANTED

GARAGE to store boat & trlr. 483-9242.
LIGHT BOAT TRAILER for 14' alum. boat. 432-5310.

SERVICE

HOUSECLEANING, \$20/job, exp. & references. 747-5531.
PHOTOGRAPHY - weddings, portraits, copy work, cstm frmng. 432-9753.
BABYSIT, days, near Lutheran Hosp. 745-2764.
CONTINUOUS GUTTERS & alum. siding, free est. 627-2429.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Motor Technology

Continued from Page 1.

on high technology applications," said Ehner.

The factories of the future will require more design and engineering input, but the competition is great. AMO competes with Industria here in Fort Wayne, but also against foreign companies such as Statormat in West Germany and Pavis in Italy.

Computers aid productivity

To stay competitive, AMO must continue to invest in new manufacturing processes of its own. Already, AMO has invested over \$500,000 in an Interactive Graphics system and in the near future will tie that system into its computer numerically controlled (CNC) machines. Two new CNC machining centers have been installed in recent months at a total cost of over \$300,000.

In addition, a second CNC wire EDM (Electrical Discharge Machining) machine will be brought on line this year to boost productivity in manufacturing complex machine parts. Its cost will approach \$200,000.

MTO invests in Wire Mill

MTO's Wire Mill Operation, with mills in Fort Wayne, Shelbyville and Schenectady, N.Y., is one of the largest in the world.

The Indiana mills focus on providing high quality wire to small motor and transformer businesses of GE, but WMO's scope also includes wire for GE service shops,

aerospace and large steam turbine applications, housewares and numerous customers outside GE.

"We provide very sophisticated, top performance wire in low volumes and high quality commercial grade wire in extra high volumes," said Ehner. "But our prime customers are the small motor businesses."

The Wire Mill's competition is centered right here in Fort Wayne with Phelps Dodge, Essex and Rea Magnet Wire.

"We're still in the wire capital of the world and we have formidable competition," Ehner noted. "The way we stay successful is to make sure our quality is superb and our costs extremely competitive through continued reinvestment in the business."

Wire Mills upgraded

The wire mills, including the one at Taylor Street, already have invested substantial sums in the latest taper pak packaging technology. "Our multi-year, million-dollar upgrading will continue to increase our capability in this area," said Ehner.

Another important key to keeping GE's motor and transformer businesses competitive is continued development of enameling technology. "Our intent is to reduce the solvents we use in wire insulation. This will save us not just solvent costs, but also energy costs of running afterburners that prevent solvents from polluting the atmosphere."

The wire mills also will continue

development of electric monitoring systems to ensure quality.

"So far this year, business has been very strong throughout the Wire Mill Operation," said Ehner. "However, some seasonal adjustments downward are to be expected between now and year end."

Transportation unit expands

The Transportation Operation of MTO has terminals in North Carolina, Texas, Tennessee, Missouri and is still growing. It manages a network of 26 separate supplementary distribution points in the U.S. that work in conjunction with the terminals to provide coast to coast service for customers. The operation's most important customers are the departments in GE's Motor Business Group, but it also serves other GE operations.

In the past year the Transportation Operation has logged 40 percent

more miles than in the previous year.

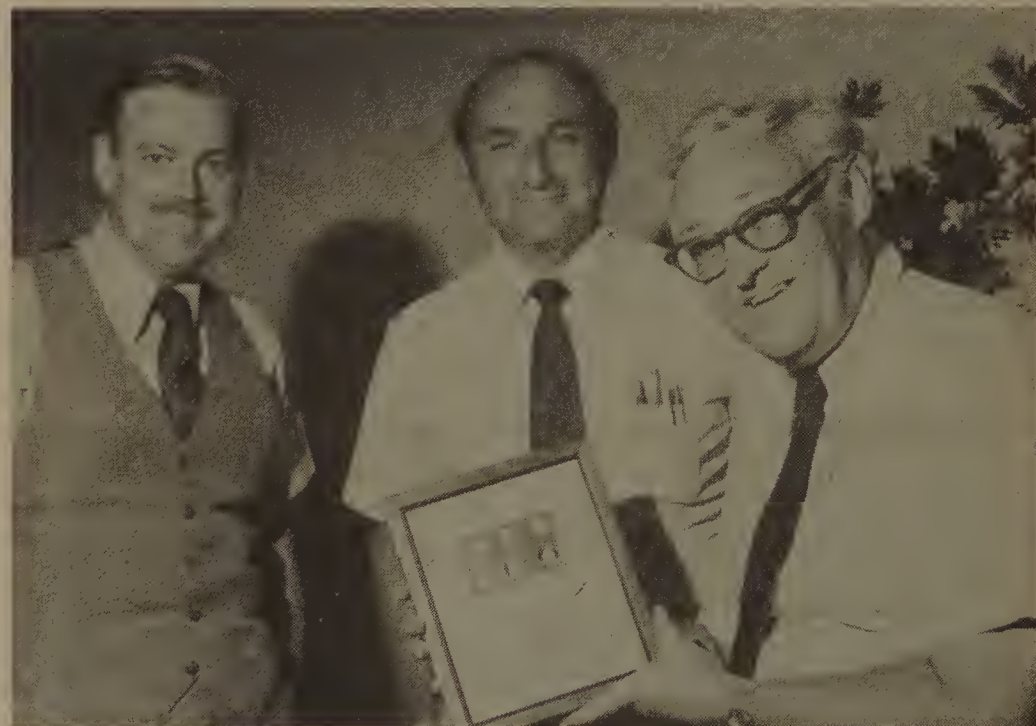
"We're taking business away from other carriers because of very good service response and our cost effectiveness," said Ehner.

Competitors include a large number of commercial and contract carriers. Deregulation of the trucking industry has intensified competitive pressures.

"Our fundamental role is to effectively manage drivers and equipment. Some of our shipping is done by GE employees using GE equipment, but we also lease equipment and services," said Ehner.

To improve service, MTO is adding another terminal and is using an early alert system to head off potential problems.

"With continued performance improvement, this portion of our business should continue to grow," said Ehner.



P. J. Welti (right), manager of customer accounting, Specialty Transformer Department, recently received the Coin of the Realm award for his contribution to a program designed to help improve the turnover of receivables owed GE by customers. Improving turnover of customers' receivables can provide a means to maintain high levels of service to customers yet free cash to meet other important General Electric needs. If "The Great Corporate Cash-In" targets are achieved, \$200 million of additional cash will be generated. At left are George Bartling, STD Manager of finance, and STD General Manager Dan Lovinger.

General Electric News

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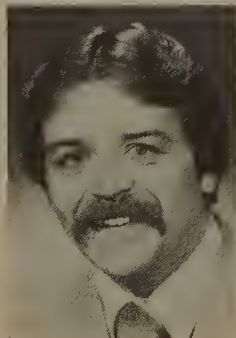
Steve Gray



Jim O'Bryan



Jeff Watson



Bill Zinn

Engineers complete ABC program

Four GE engineers recently graduated from Purdue University with Masters of Science in Engineering degrees and completed GE's ABC engineering program.

The four graduates were honored with dinner last month for completion of the three-year course. They are Jim O'Bryan, Jeff Watson, Bill Zinn and Steve Gray.

Three engineers will begin the B-Course this fall at Purdue. They are Scott Gray, Kevin Truelove and Joe Synnott.

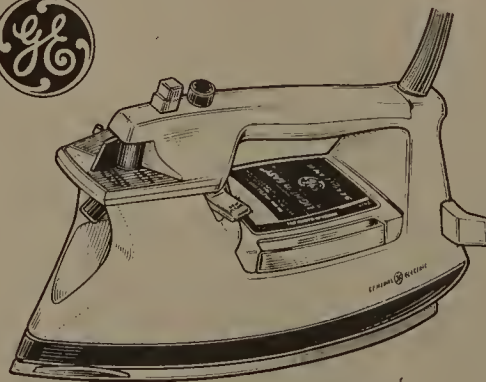
In memory

Ruthie R. Kruse, 3805 Oak Park Drive, died Sept. 2. She was a coil injector at Taylor Street prior to retiring in 1972.

Class 'E' Specials

This GE iron is only one example of the many savings you will find in our Class E section:

GE LIGHT 'n EASY® SELF CLEAN II INSTANT SPRAY, SURGE OF STEAM, STEAM & DRY IRON (F340)



- Lightweight, easy to use, so ironing is less tiring. Cool-touch outer shell won't burn you if accidentally touched. Patented GE Self Cleaning system.

Only	\$21.49
Less mail-in rebate	\$ 5.00
Net cost	\$16.49

YOUR EMPLOYEE STORE

1030 Swinney

Open 10-5:30 Weekdays

PERIODICALS
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General Electric News

SEPTEMBER 18, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 34



Bill Fenoglio assumes new assignment Oct. 1.

Fenoglio named vice president, area executive

William R. Fenoglio has been appointed vice president and general manager of the Component Motor Division (CMD) and GE's Fort Wayne area executive effective Oct. 1.

The appointment was announced by Van W. Williams, senior vice president and group executive for the Motor Business Group.

Fenoglio replaces George B. Farnsworth, who became senior vice president and group executive for GE's Aerospace Business Group Sept. 1.

Fenoglio currently is general manager of the Refrigeration Products Division with headquarters at Appliance Park, Louisville, Ky. He moved to Louisville after successive assignments as general manager of Specialty Motor Department and general manager of General Purpose Motor Department.

Section 14 relies on short-cycle business, labor productivity improvements: Stehlik

"We're working because we've been successful in pulling in short-cycle business," Section 14 Plant Manager Jim Stehlik told employees at GPM's Taylor Street plant this month.

In a series of informative meetings involving all employees, Stehlik showed a film about Firestone Tire & Rubber Co. entitled "23-28." The film compared work attitudes in the U.S. with those in Europe and Japan.

After the film, Stehlik discussed plant performance at Section 14.

"We have been successful because we have made major improvements in our productivity, quality and delivery to our customers," Stehlik said.

Productivity improves

"We can be proud of the 10 percent improvement in labor productivity we have achieved since last year," he said. "This measurement is based on the number of motors produced per 1,000 working hours and takes into account the efforts of all members of our production team."

"We need to continue to improve on this because we have to sell motors in competition with other companies. We cannot offset the rising costs in materials and labor by price increases alone, especially



Plant Manager Jim Stehlik talks to employees about what customers look for in the motors they buy. All GPM Section 14 employees attended the informational meetings during the past two weeks at the Taylor Street GPM plant.

when some of our competitors are lowering their prices."

Stehlik attributed this increased productivity to new equipment installations, including robotics, improved reject rates and improved pieces per hour by many production areas.

Upswing in promises kept

"Because we depend on short-cycle business, it's important that we keep our promises to customers and get them the motors they need when they need them," noted Stehlik.

See SECTION 14, Page 3.

New notices help S&SP savers make tax-wise decisions

"Taxable income" . . . "unrecovered investment" . . . "Retirement Option Account."

If you are a Savings and Security Program participant due to receive a payout in 1982, you'll want to pay particular attention to these three items on the new Holding Period Distribution Notice you received this week.

Notice shows options

The notice has been revised to give participants a clearer picture of their tax status and alternatives that can decrease or even eliminate the taxes on their distributions this January.

The notice concerns savings in S&SP for the year 1978. The holding period for these savings ends Dec. 31, 1981. Distributions of these savings will be made in January according to choices made by participants on the notice.

For the first time, the notice projects the tax consequences of each of the three distribution alternatives.

Those alternatives are:

- to receive all securities and cash.
- to receive the securities and

cash that represent employee contributions only, and have the rest placed in the Retirement Option Account.

- to have all cash and securities placed in the Retirement Option Account.

By placing part or all of the distribution in the Retirement Option Account, employees may be able to reduce or eliminate the taxable income their distributions might otherwise create.

How taxable income arises

Taxable income arises when the distribution of S&SP securities and cash is greater than the participant's "unrecovered investment." Unrecovered investment is the total amount the employee has paid into the trust minus amounts previously received tax-free.

(For tax purposes, the value of the distribution does not include U.S. bonds purchased with employee contributions.)

Here is a summary of basic information included in the notice:

- The notice provides information on your 1978 holdings due for

payout early next January — the kind of securities you have, how many and their value on a recent date. This information may suggest a change is needed in your investment mix.

- It will tell you how your securities will be registered following your instructions now on file with S&SP. It will tell you how to change the registration of the new securities if you want changes made.

If no changes are desired in the way securities are distributed or registered, the employee need not send Part 2 of the form in. Distribution will be made automatically as

shown on the form. If changes are desired, Part 2 must be completed and sent to the Personnel Accounting Office, Building 18-1 not later than Oct. 31.

GE benefits administrators urge employees to study the notice carefully to see if a change might be advantageous and file it with S&SP records.

"The more you are aware of your S&SP investments and about how they can be used to your own benefit, the better the program can work for you," says Doyt Schaadt, manager of payroll.

(See related stories, Page 2.)

Where to send request for S&SP changes

If you want changes made in the way your S&SP holding period distribution is made or in the way your securities are registered, here's what to do:

Active employees should return Part 2 of the Holding Period Distribution Notice to the Personnel Accounting Office in Building 18-

1. Former employees should mail their notice directly to: Employee Savings Operation, Building 5, First Floor East, General Electric Co., Schenectady, NY 12345.

The form needs to be returned only if changes are requested in the distribution or registration of S&SP securities.

Employees make good use of S&SP distribution notice

Retirement Option Account can help savers at tax time

It pays to take a close look at your Holding Period Distribution Notice.

John Bresler, a machine builder for the Advanced Manufacturing Operation of MTO in Building 19-3, knows that from experience.

"I always thought that I'd have to start paying taxes gradually on the payouts from my S&SP investments, but one year I paid no taxes and the next year my taxable income increased significantly."

How to estimate tax

John now knows how to estimate his potential tax liability and how to use the Retirement Option Account to save on his tax payments. The holding period notices that went out this week will make it even easier for him to choose the payout option that's best for him.

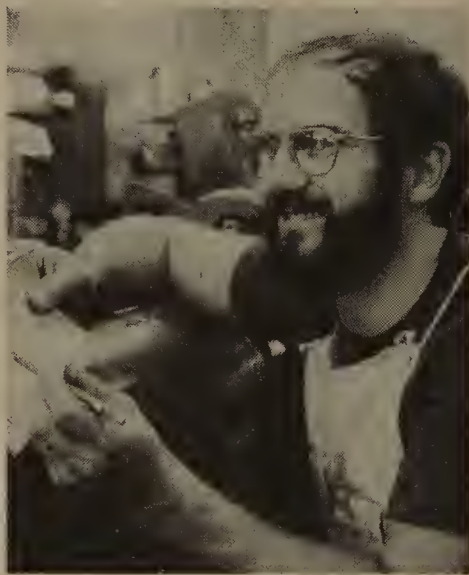
"When the total payouts start getting close to the amount of my unrecovered investment, I can put at least part of my payout into the Retirement Option Account," John says.

"That way I can delay paying taxes on my savings income, and the money I put into the ROA can grow tax-free until I retire."

John has been saving through S&SP almost since it began in 1967. He accepted a pay adjustment to enter the program, but says, "It's well worth the few cents an hour to get the company matching payment on my savings."

Doubling his money in 4 years

"With the 50 percent company match, plus the current 13 percent interest I'm earning in the HP Fund, I figure I'll double my investment in less than four



For John Bresler, S&SP is "like getting a raise."

years. I don't know anyplace else I could put my money and do that."

John says he's surprised more employees don't take advantage of S&SP.

"I really don't know how you can go wrong. It's like getting a raise. Normally it takes a substantial amount of money to get started buying stocks and other securities. Even the money market funds that are popular now require an initial investment of \$1,000 or more. I can buy many of the same kinds of securities through S&SP for as little as 1 percent of my pay per week."

Although John has put parts of his past savings into GE Stock, the Mutual Fund and U.S. Savings Bonds, he now considers the HP Fund the best S&SP investment for him.

"It's not as secure as U.S. Savings Bonds, but the HP Fund is safe enough for me and earns higher interest."

New form shows tax effects of January distribution options

Dennis Headlee plans to have all his Savings and Security Program savings delivered to him just as he has in the past — unless his Holding Period Distribution Notice shows he's due for a big tax payment in 1982.

"I've only been in the program since 1976, so I haven't had to pay taxes on my payout yet," says Dennis, a maintenance machinist for Area Services. "I'll take a close look at my notice this week to find out if that's still the case."

Having seen the new notice that was sent to each S&SP saver due for a payout in 1982, Dennis says, "I think the new form will be a help."

The notice also serves as a reminder for savers to make sure their savings are going where they want them to.

Dennis, for instance, has decided he's no longer interested in buying U.S. Savings Bonds.

"They have too long a maturity anymore for me, although they are readily negotiable. With stocks, on the other hand, the price might be down when you want to cash them in."

Rather than try to anticipate the lows and highs of the stock market, Dennis has decided to put his savings into the HP Fund.

Dennis says he started in S&SP after coming back from lack of work in 1976. "We'd gotten used to getting by on less money, so



GE matching payments make S&SP savings worthwhile for Dennis Headlee.

it was a good time to start saving. We haven't missed the savings that go into S&SP through payroll deductions," he notes.

Although he has taken what amounts to about a 1 percent pay cut to enter the program, he figures he makes an extra 2.5 percent of his total pay from the company matching payment on his savings.

"We're saving basically for retirement," he says. "I don't have great faith that the Social Security system will be what it is today when I retire."

Notice helps savers plan ahead

Dolores Benzinger, lead operator for HMO in Building 17-3, has been saving part of her paycheck in the Savings and Security Program for about 12 years.

When she receives her 1978 Holding Period Distribution Notice this week, she intends to

make sure the securities and cash coming to her in January will be delivered in the way that's most advantageous to her.

"Normally, I have my U.S. Savings Bonds delivered to me, then I hold them until they mature," she says. She says she prefers bonds because they are a safe investment.

"Over the years, my reasons for saving have changed. At first it was for college education for our children. Now it's primarily for retirement."

Dolores notes it's easier to save once you begin receiving holding period payouts each January.

"The first three years are the hardest, but the wait is worth it to receive the company matching payments. The 50 percent company match is a good incentive to save, and it makes your savings add up fast."

Dolores took a pay adjustment to get into S&SP, but notes:

"It really doesn't take that big a chunk out of your paycheck to get into the savings program. It's worth it."



Dolores Benzinger, HMO, is saving for retirement.

This new section of the S&SP Holding Period Distribution Notice shows employees how their choice of distribution options can affect their taxable income in 1982. Employees receiving a distribution in January may elect to put part or all of their distribution into an Retirement Option Account to reduce or eliminate 1982 taxable income.

Alley Chat

By Connie Houser

Doug Haller rolls 22 strikes in series

With the season barely underway, we find the Hermetic League's Doug Haller set a season high series for the men with a 694, including 22 strikes in games of 267, 224 and 203.

The GE Club still needs men, women, and couples to fill leagues. The club is open to all GE employees, their families, and friends.

The cost per game for league bowling is only 90 cents. At Thanksgiving and Easter time, leagues bowl for \$5 gift certificates good at a local supermarket; and at Christmas time leagues bowl for gift boxes of candy.

All league bowlers are eligible for pen set trophies, bowling pin

awards, and entries to all GE Club bowling tournaments. The GE Club offers open bowling coupon books for \$3 for five games. That's only 60 cents per game. Seniors (60 years and over) and Juniors (18 years and younger) can open bowl for only 55 cents per game. For more information on league or open bowling, call 426-8487 or 426-7431 (Ext. 2042).

League Wrap-Up

Hermetic League		Small Motor League	
Doug Haller	694	Dick Blair (268)	642
Mark Gunkel	254	Tom Jones (216-212)	610
Frank Cochran	232	Todd Keller (234)	804
Emmitt Smith	224	Carl Brandt (234)	603
Don Gilbert	223	Wednesday Owl League	
Jim Welks, Jr.	221	John Rizzo	229
Bob Bellis	214-212	Dick Spice	221
		Howard Eastes	200-221

Remember When Club to meet Oct. 26

The annual meeting of the Remember When Club will be at 6:30 p.m. Monday, Oct. 26, at The Pickle restaurant on the Landing in Fort Wayne.

The dinner and meeting are open to any woman who worked at GE before Dec. 31, 1950. Members include pensioners, other former employees and current employees.

In memory

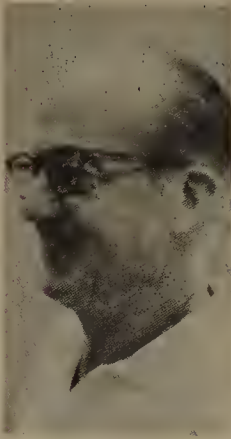
Alfred L. Kleinrichert, Byron Health Center, died Sept. 7. He worked in Hermetic Motor Operation prior to retiring in 1958.

Lawrence E. Reichard, Bluffton, died Sept. 6. He was a wire drawer at the Wire Mill before he retired in July this year.

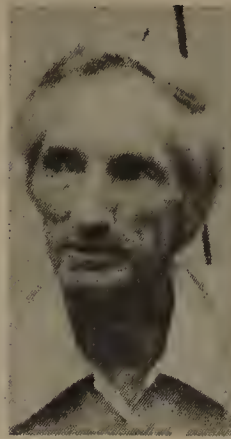
Charlotte E. Clover, 2510 Farnsworth Drive, died Sept. 4. She was a rotor winder at Broadway GPM prior to retiring in 1976.

Virgil F. Best, Markle, died Sept. 3. He was a machinist in Building 4-2, SMD, prior to retiring in 1968.

40 years of service . . .



Wilbur Jones
BPM, Bldg. 4-2



Herb Mailand
GPM, Taylor Street



Virgil Stomberg
SMD, Bldg. 8-2



Harold Fanning
Area Services

Section 14

Continued from Page 1.

"We saw a dramatic improvement in our promises kept to a level of 99 percent from September 1980 to May 1981. We had some slippage during June, July and August, but we are now on the road back with promises kept of 92, 94 and 100 percent the last three weeks.

"We cannot underestimate the adverse effect on return business of accepting short-cycle business and then not delivering. This is why we must all work to keep our promises kept near the 100 percent level."

Stehlik added that Section 14 has been successful in improving the rejection rate of motors at final test from 14 percent before 1979 to 8.5 percent last year to a current rate of 7.5 percent.

"We must manufacture motors that meet all customer needs in the field. The best way to do this is to make them right the first time, and

we're doing a better job of that."

Another important measure of quality for Section 14 is external complaints. "The cost of repairing motors in the field is increasing," Stehlik noted. "That's why it is important that we work doubly hard to make sure our problems don't become the customer's problem."

Motors serve many uses

The motors Section 14 produces are used in gas pumps, other types of pumps and in large ventilator and blower applications.

Although Section 14 will be manufacturing 140 Frame motors formerly made at Winter Street, the transition will not have a significant impact on line rates, Stehlik said.

"We are able to produce the same kind of motor using less material and at a more competitive price," Stehlik said. "Our design and automated equipment allow us to produce this motor at a lower cost.

ADLETS

FOR SALE

CARPET & PAD, grn, 10½x14', \$40. 489-6723.
FRANKLIN STOVE, 25" w-5' pipe, screen, adapter, used one yr., \$85. 489-9168.
GARAGE DOOR, rigid metal, 9'x7', 2 lights. 747-2318 aft 5 p.m.
MOBILE HOME, 12'x60', ex. cond., extras, reas. 493-3407.
12' SEA NYMPH ALUMINUM BOAT and 7.5 HP Sea King mtr, like new, \$550. 447-7332.
TROMBONE, like new, \$150 or make offer. 483-2767.
17' SEA STAR, 120 HP OMC I/O, trlr. 1-351-2187.
STORM WINDOWS, 11, alum, good cond., various szs. 747-4783.
GAS DRYER, ex. cond., 1½ yrs. old, mst sell, wht, \$150. 447-5041.
MOBILE HOME TIE-DOWNS, cable, complete set, used few months, \$175. 489-5907.
SCANNER. 484-6369.
GARAGE SALE, 4222 Arrow Dr., Oct. 2 & 3, 9-5 p.m.
BOY'S 20" BICYCLE, Swinger, chrome frnds, \$35. 432-6964.
'70 CAPRICE, AM-FM, 8 trk, minor repairs, \$350. 485-2606.
YARD SALE, 5410 S. Webster, Sept. 16, 17 & 18.
'69 CRESTLINE BOAT, fbrgl's, w-'73 Johnson 40 HP mtr., \$750. 456-3348.
'75 HONDA 75 CC, \$250; '80 Yamaha, 425 CC, \$875; '81 Yamaha 750 CC, \$2,500. 432-7626.
CAPTAIN CHAIRS FOR VAN, 2, blue, \$60. 639-3473.

DISHWASHER, gold sofa; kittens. 493-2741.
GARAGE SALE, 919 Rivermet Ave., Sept. 19 & 20.
36" TABLE LAMPS, brz base, bge shades, \$25. 747-5179.
'81 CUSTOM VAN, loaded, low miles, \$15,000 or make offer. 483-3062.
35 MM AIREQUIPT & Argus mtl slide trays. 432-5767.
HAM GEAR, old receivers and transmitter. 749-2323.
GIRL'S 20" BICYCLE, very nice; '72 Honda 250. 432-6287.
GARAGE SALE, 7 families, 8:30-6 p.m., Sept. 23, 24 & 25, 4914 Tillman Rd.
FIREWOOD, mix of oak, ash, maple, birch & hickory, dried 3 yrs., by cord only. 622-7107.
KODASLIDE SIGNET 300 PROJECTOR, Model A, \$25. 744-0507.
MEN'S SLACKS, szs. 42"-44", knits & jeans; king-sz bespread, grn. 483-5217.
FIRESTONE SNOW TIRES, 2, C78-13, ex. cond., aft. 6 p.m. 447-5232.
PEACOCK & peahen, \$50. 489-3404.
'76 FORD MAVERICK, 6 cyl, \$2,000 firm, aft. 4 p.m. 489-5766.
'76 CHEV CAPRICE ESTATE WAGON, \$1,400. 657-5952.
'78 KAWASAKI 1000 & '76 Kawasaki 900, both sharp w-extras, mst sell. 724-8624.
KITCHEN TABLE, w-four chairs, Med. style, \$25. 432-0285.
OLD MAGAZINES - Geographic, Mechanic, etc., '43-'81, aft. 5 p.m. 1-547-4137.
FUEL OIL TANK & BURNER w-thermostat, 250 gal., \$50, aft. 5 p.m. 1-219-657-5243.
MAPLE HARVEST TABLE & CHAIRS, 4, Tell City brand. 747-6788.
'72 MOBILE HOME, 12'x50', 2 bdrms, new shd & sktg, wshr-dryr, new carpet. 747-5825.
NEW CB RADIO, sideband, AM. 747-5606.
ETHAN ALLEN SOFA, Colonial print, ex. cond. 485-8097.

ALL-WEATHER COATS, ladies', 3, sz. 18½, zip lining. 745-1666.

WANTED

GRUMMAN CLASS C SAIL RIG for 17' dbl-end std. canoe. 745-2907.
USED SLIDING GLASS PATIO DOORS. 447-1637.
TANDEM BICYCLE in good cond. 432-7896.
METAL STORAGE SHED, sm, used, will pick up. 484-4391.

SERVICE

FIX YOUR OWN CAR OR TRUCK, 2501 Wayne Trace. 422-2260.

PHOTOGRAPHY, family portraits, weddings, copy work, cstm frmg. 432-9753.
CARPET CLEANING, references. 483-3470.
GENERAL HOUSECLEANING, \$20/job. 747-5531.
BELLY DANCE, slim down, firm up, \$20/8 wks., So. location. 447-2886.
CONCRETE WORK, reas. rates, free est. 745-7048.
CONTINUOUS GUTTERS & alum. siding, free est. 627-2429.
BABYSIT, days, near Luth. Hosp. 745-2764.

FOR RENT

5 RM APT., near GE, no pets, laund. fac., bsmt, carpet. 747-0241.

*ADLETS

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| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

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Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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SMD employees take second look at GE dental benefits

Is the GE Dental Assistance Plan worth a second look? To 15 second shift Specialty Motor Department employees it was. They spent one of their evening lunch periods this month reviewing the plan with Chuck Welch, manager of communication and relations planning.

After viewing a film on the GE dental plan, they received some surprising answers to their questions about dental coverage.

Here are some of the questions they asked and answers they received:

Q: I already have dentures, so what's in the Dental Assistance Plan for me? I've had dentures for many years and will need new ones soon.

Welch: If your dentures are more than five years old and cannot be made serviceable, their replacement will be covered by the plan.

The plan also covers the **initial** installation of dentures or fixed bridgework, if the teeth they are replacing were removed while you were covered by the GE Dental Assistance Plan. If the teeth they are replacing were removed before you became eligible for the plan, they will not be covered.

The plan is designed to help you maintain the health of the teeth you had — natural or false — when you became eligible for coverage.

Q: I have a son, age 21, who is out of school, but only working part-time. Is he covered under the plan?

Welch: The Dental Assistance Plan covers you and your dependents. Dependents under the plan include your spouse and your unmarried children to age 19, or to age 23 if they are not employed full-time and are principally dependent on you for support. In this case, if your son is principally dependent on you, he is covered by the plan.

He would not be covered, however, if he lives outside the U.S. and Canada or is in the armed forces.



Fifteen second shift SMD employees from Section 15, Taylor Street, received answers to their questions about the GE Dental Assistance Plan recently from Chuck Welch, manager of communication and relations planning. Facing camera from left are Betty Kreigh, Ruth Koch, Marcella Krommiller, Carol Gifford and Willeta Palmer.

Q: I threw all my Dental Assistance Plan information away when I was on lack of work because I didn't think I was covered. Was I covered?

Welch: If you are laid off or take a leave of absence, the plan does provide certain coverage for you if your continuity of service is maintained.

You are covered for 31 days after layoff or leave for diagnostic and preventive procedures, and also for restorative and prosthodontic procedures. Coverage for such things as root canal therapy, gum treatments, oral surgery and accidental injury to your teeth continues for up to one year after you are laid off. If you are on leave of absence, these are covered for the duration of the leave.

Dental booklets available

If you have thrown your Dental Assistance Plan booklets away or lost them, you can get new copies through the employee relations office in your plant.

Q: My husband also is covered by a dental plan where he works. Can we collect from both insurance plans?

A Welch: Maybe. There is a coordination of benefits provision in the plan, as in most plans of this type. If your spouse has work done on his teeth, he files first with his company's insurance company. If you have work done on your teeth, you file first with our insurance carrier, Connecticut General. Then if there are remaining expenses, you can file with the secondary insurer for the balance. In your husband's case, the GE Dental Assistance Plan is the secondary insurer.

The plans will be coordinated so the total amount payable from all plans will not exceed 100 percent of the covered expenses. In other words, you can't **make** any money, but you may be able to **save** some money by filing with both companies.

Q: How does predetermination of benefits work?

Welch: The reason for predetermination of benefits is to help you avoid surprises. If your dental bill is expected to be over \$150, you should ask your dentist to submit a dental claim form to the insurance company **before** the procedure is started.

Dental experts at Connecticut General will reivew the proposed treatment. They will let your dentist know in advance how much the insurance will pay and how much you must pay. You can then review the payment and treatment information with your dentist.

Q: What if the insurance company and the dentist disagree on the correct procedure?

Welch: There may be more than one way to treat a particular dental problem. For instance, your dentist may recommend using a "porcelain restoration with gold" for one of your teeth, when porcelain without gold, a less expensive restoration, is fully acceptable by professional standards.

Let's say the plan pays \$124 for a restoration with gold and \$105 for a restoration without gold. If porcelain without gold is adequate and appropriate, the insurance company may inform you it will pay only \$105. If you choose to go ahead with the more expensive treatment, you must pay the difference between the actual cost and the payable amount of \$105.

Review process part of plan

Sometimes your dentist has a very good reason for recommending a more expensive treatment. There is a review procedure in the plan, and your dentist may be able to show the insurance company's dental consultants that the more expensive procedure is necessary in your case. If the more expensive procedure is necessary, it will be approved.

Predetermination of benefits allows you to find this out ahead of time.

Riedel named SMD engineering manager

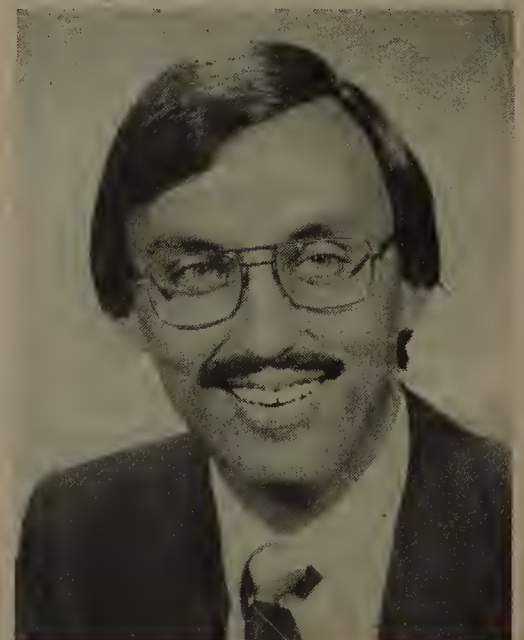
Steve Riedel has been named manager of engineering for Specialty Motor Department, effective this week.

The announcement was made last week by Marcel Joseph, SMD general manager. Riedel replaces Donald Bussick, who has been appointed manager of manufacturing.

Riedel joined GE in 1970 as a design engineer for General Purpose Motor and later worked for GPM as a sales engineer.

He joined SMD as a specialist in product application. Other SMD assignments have included specialist in product planning and manager of product planning and product service.

Riedel was manager of 39 frame product engineering from April 1981 until assuming his current position.



Steve Riedel, new SMD manager of engineering.

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General Electric News

FORT WAYNE, INDIANA

VOLUME 63, NO. 35

Local economic conditions heighten need

United Way campaign to begin Monday

The 1981 United Way campaign will begin Monday at Fort Wayne GE locations and last until Oct. 14.

Last year GE employees pledged \$219,000, and the company added an additional \$101,000 to support the 24 Allen County United Way agencies. These pledges represented over 9 percent of the total United Way budget.

This year the United Way has set its fund raising goal at \$4 million. GE's Employee Community Services Fund board has not set a dollar goal, but will emphasize employee participation through payroll deduction and percentage giving. Those who contribute on a percentage basis pledge a weekly percentage of their pay instead of a fixed dollar amount per year.

Most employees contribute

Currently, 82 percent of Fort Wayne GE employees contribute to the United Way through the Employee Community Services Fund. The ECSF board in turn pledges the contributions to the United Way and visits agencies throughout the year to see how United Way goals are being met.

In 1980 the average contribution per GE employee was \$52.87. This is the largest per capita among Fort



Larry Rybicki, representing management on the ECSF Steering Committee: "The need is definitely there."

Wayne area industrial employers.

Members of this year's United Way Steering Committee for GE note that administrative and campaign expenses of the United Way in Allen County represent only 3.5 percent of the total budget. That means that 96.5 percent of all contributions are used to deliver human services.

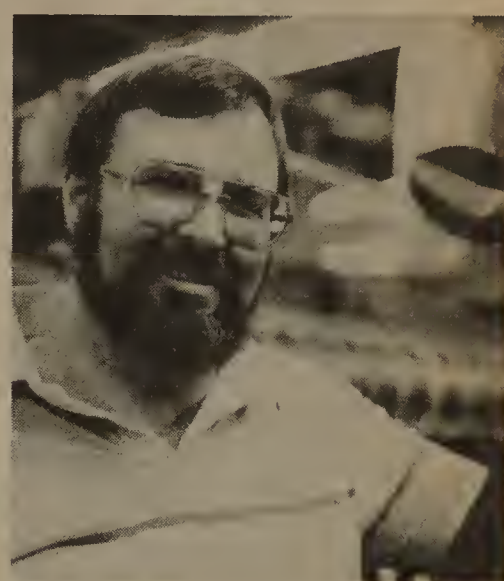
The three people on the steering committee have seen first-hand the results of employee contributions in Allen County.



Darlene Schibley, IAM Lodge 70 representative: "United Way agencies help in many ways."

Larry Rybicki, HMO plant manager, represents management on the steering committee. He sees the need for United Way services increasing this year for several reasons.

"Inflation is still with us," he says. "That means that it will take more contributions to maintain the level of services we had last year. Lower employment levels at Harvester, Dana and other large companies in the Fort Wayne area will



Phil Coleman, IUE Local 901 representative: "I just like the idea of helping people."

make it harder to raise funds. Reduction of federal support for many of the United Way supported agencies will also be felt as the government attempts to revive our economy.

"So the need is definitely there, and I believe we each have some form of social obligation to aid those who are less fortunate than ourselves."

See UNITED WAY, Page 4.

Morey named CSD general manager

Roger D. Morey Jr. has been named general manager for the Components Sales Department headquartered in Fort Wayne.

The announcement was made this week by Bill Fenoglio, vice president and general manager of the Component Motor Division. Effective with the appointment, CSD will report to the Component Motor Division.

Morey moves to his new assignment from Erie, Pa. where he has been manager of the domestic marketing section for the Locomotive Marketing Division. The division is part of the Transportation Systems Business Operations.

A native of Pennsylvania, Morey joined the company in 1964 as an engineering technician for the DC Motor & Generator Department in Erie. He has held assignments in sales and application engineering, market research and product planning, and marketing and manufacturing management.



Roger Morey Jr. will help replace Don Barlow, who retired, as general manager of CSD.

Morey attended Lebanon Valley College. In 1969 he received a bachelor's degree in mechanical engineering from Ganon College in Erie.

Fenoglio said the effective date of Morey's assignment will be determined in the near future.

Fort Wayne GE operations schedule year-end shutdowns

Fort Wayne GE plant operations have announced year-end shutdown plans based on current sales and inventory forecasts.

Here are the planned shutdown periods as of this week:

- **Specialty Transformer Department** has added to its shutdown schedule. Except for selected areas of the plant, STD plans to shut down Dec. 21 through Dec. 23 and Dec. 28 through 31, the weeks of Christmas and New Years.

- **General Purpose Motor** plans to shut down all three plants, Broadway, Winter Street and Taylor Street, the same two weeks, Dec. 21-23 and Dec. 28-31.

At Specialty Motor Department, year-end shut-down plans for Section 15 Taylor Street are being reviewed. No firm dates have been set.

- **The Motor Technology Operation** has announced shutdown for Advanced Manufacturing Operation will be Dec. 28 through Dec. 31. The Wire Mill is planning to shut down Dec. 24 through Jan. 3.
- **Hermetic Motor Operation**

plans to shut down Dec. 28-31.

In addition to the year-end shutdowns, Fort Wayne operations are planning a three-week vacation Shutdown next summer. As announced last February, a three-week Shutdown will reduce costs and help make Fort Wayne GE operations more competitive.

Reasons for three-week shutdown

By using a more efficient way of scheduling vacations, operations can substantially reduce the amount of overtime needed to replace vacationing employees. Operations also will be able to reduce plant operating expenses and scrap, and better plan deliveries to customers. A longer Shutdown also will allow better scheduling of major rearrangements in production areas.

Since about 80 percent of employees in production operations have four weeks or more of paid vacation, most Fort Wayne GE employees still will be able to schedule vacation in excess of the three-week summer Shutdown.

These HMO employees did

Would you buy motors your operation makes?

Would you buy the motors you and your co-workers built today?

For many Fort Wayne GE employees, the answer is yes, based on their use of the GE Product Purchase Plan.

In recent months heat pumps have been the items most frequently purchased by Fort Wayne GE employees, say local administrators of the discount plan. Chances are, each of those heat pumps has a motor by Hermetic Motor Operation and one made by Specialty Motor Department right here in Fort Wayne.

Heat pump sales help business

HMO and SMD traditionally have relied on new home construction to expand the demand for their motors. High interest rates, however, have kept housing starts at recessionary levels for months.



The next motor Marge Huston builds may be her own, or a friend's, so she builds them as if she were going to buy them. At left, the SMD and HMO motors in her GE central air conditioner purr along quietly. At right she prepares leads for motors at HMO.

In the meantime, high energy costs have made add-on heat pumps an attractive investment for many homeowners. This replacement business has created additional orders for HMO and SMD.

Marilynn Holocher's decision to buy a GE Weathertron heat pump is a case in point. A specialist in production control at HMO, Building 18-4, Marilyn and her husband recently decided to make some major investments in preparation for retirement.

"We had decided to buy a new furnace, so we had an energy audit done on our house," she says. "With the anticipated increase in gas prices for home heating and air conditioning, our dealer showed us that a heat pump would pay for itself in less than four years."

She and her husband then ob-



'I wish everyone would work as if they were going to buy the product they're making. That would be great.'

tained three estimates of what different makes of heat pumps would cost.

"These days you can't afford to buy on loyalty alone," she says. "I knew GE made a good product, but we also considered service, price and parts availability. I want value for the price I pay."

In the end, she and her husband decided to buy a GE Weathertron heat pump.

"We found out that GE parts are readily available and that GE has the best service. We looked for quality, but we also looked at the bottom dollar."

Marilynn knew full well that she was probably buying a heat pump that contained a rotor and stator made right across the hall from her office at HMO.

GE Tyler, manufacturer of Weathertron heat pumps is HMO's biggest customer, and heat pumps are becoming HMO's biggest business.

About 35 percent of HMO's business is heat pumps, but by the end of the year HMO is expecting that to increase to 55 percent.

In her job, Marilyn accepts customer orders for HMO products, schedules those orders to the factory and helps make sure they are shipped out.

"In the past two years, I've really noticed we've kept our inventory to a minimum to help lower the cost of



Marilynn Holocher knows what consumers want from GE motors. She is one of those consumers.

our motors," she says. "A lot of times, instead of taking wire out of stock, we take it right off a truck from the Wire Mill. As a consumer, I can appreciate the reason for trying to hold down cost."

As a consumer of HMO products, she also appreciates the emphasis on improving the quality of HMO rotors and stators.

"I wish everyone would work as if they were going to buy the product they're making. That would be great."

In the building next to Marilyn in the lead section of HMO, Marge Huston also knows that the products she makes may be in the products she buys as a consumer.

"My husband and I recently bought a central air conditioning unit through the GE Product Purchase Plan," she notes. It's likely that the compressor unit that sits

See MOTORS, Page 4.

Employees benefit from discounts on heat pumps, other products

Discounts for heat pumps under the GE Product Purchase Plan currently range \$85 to \$325 depending on the model. Similar discounts are available to employees and former employees who retired directly from the company.

Products range from major GE and Hotpoint appliances to furnaces to CB radios.

Courtesy discounts, as well as costs of administering the plan are absorbed by the company as an employee benefit.

Courtesy discount payments are made only on eligible models of new GE and Hotpoint products purchased for personal use from a retail dealer or as part of a new home purchased from a builder.

Points to remember

When purchasing from a dealer, there are two important points to keep in mind:

- The particular model you se-

lect must be listed as eligible for a courtesy discount.

- You must obtain an invoice from the dealer which includes: your name, the dealer's name and address, product names and complete model numbers, address to which the products were delivered and date of delivery.

If you are building or buying a new home, GE and Hotpoint products covered under this plan and purchased from the builder as part of the home are eligible for courtesy discounts.

You should obtain a statement or letter from the builder clearly showing: your name and current address, builder's name and address, product names and complete model numbers, address of new home in which the products were installed and the date you took title to the house.

The frequency with which products may be purchased under the

plan varies by product. One portable or table television set may be given as a gift to a member of an eligible employee's or retiree's immediate family once every 24 months. Otherwise, the products must be for use in the employee's or eligible retiree's own home.

Inspection authorized

The application form authorizes the company to inspect, in the employee or retiree's home, any such product purchased under the plan.

The application also includes a promise by the buyer to refrain from disposing of the product for at least six months after delivery and installation.

A listing of the current discounts, information on the products and models currently available and allowable frequency of purchase requirements are available in your plant employee relations office or from the benefits

office, Ext. 2912 in Building 18-1.

An Employee Product Purchase Plan Application should be obtained from your employee relations office after you have made the best deal you can with any authorized dealer. The top portion of the form must be completed and signed. Attach the invoice from your dealer or statement from your builder and submit it to the payroll office within 30 days of delivery, or if products are purchased from a builder, within 30 days of obtaining title to the property.

Provisions for pensioners

Pensioners should send the invoice or builder's statement (no application is necessary) to Pension Plans Accounting, Building 5, Schenectady, NY, 12345, within the 30-day period. The pensioner's Social Security number must be written on the invoice.

ALLEY CHAT

By Connie Houser

Winter Street plant protection officer Dave York led the men last week with a solid 279 game bowled in the Apparatus League the first night of league bowling.

The first 200 games of the season for the women went to Mary Weiks, secretary of the His & Her League and Gretchen Garrett of the Adam & Eve League.

League Wrap-Up

GE Office League		Apparatus League	
Walt Rieger (221)	804	Dave York (279)	821
Bob Lehman	800	Steve Scherer (227)	808
Dave Rodewald	224	Mike Lipp	243
Buck Somers	222	Ron Richards	236
Dave Donnelly	219	Rich Armstrong	226
Don Bell	214-211	Merv Lowden	215
Ralph Hill	211	Bob Miller	213
Monday Nite Ladies		Friday Nite Ladies	
Helen Hahn	181	Bonnie Roth	503
Diann Williams	180	Myra Spillers	195
		Jean Cook	184
Small Motor League		Friday Nite Taylor St.	
Don Strowski (245-210)	630	Elmer Asbell	213
Larry Franck	258	Paul Carbaugh	211
Dick Blair	224	His & Her League	
Tom Bush	220	Mary Weiks	200
Greg Wiley	212	Jim Weiks, Jr.	214
Will Doehman	211	Adam & Eve League	
Dave Knepple	210	Marge Campbell (192)	524
(22 - 200-or-better games were bowled)		Kitty Jedlikowski (180)	519
Senior Citizens (Thurs & Fri)		Gretchen Garrett	200
Trudi Boester	191	Cheryl Kroemer	189
Madie Miller	189	Unusual splits: Lois Coleman 4-6-7-9-10 and Chet Jedlikowski 3-6-7-10	
Lucile Rhodes	190	Hensel & Gretel League	
Hazel Cox	187	Gene Edwards	216
Jeanne Deyo	184	Bernie Ebetino	211
Nondes Miller	183	St. Joseph's Mixed Leag.	
Mary Snyder	180	Andy Bahl (211)	603
Bill York	220-234		
Myron Cox	213		



Decatur GPM's team won the GE Club Softball Tournament. Shown with a few loyal fans after the title game are, standing: Kenny Braun, Mike Busse, Robin Egle, Carol Razo, Greg Williamson, Karen Egle, Donny Covington, Jim Post and Chris Morence. Kneeling are Doreen Ross, Dan Hackman, Ernie May, Lenny Razo, Glenn Wilder and Deb Norence. Not present were Gerald Hoblet and Paul Wilder.

Elex October calendar

- 2 - Quintus Chapter Board meeting, 9:30 a.m., 2248 Eastbrook Drive.
- 5 - Partizan Chapter Board meeting, 11:30 a.m., Lucky Steer, 4102 Lake Ave.
- 9 - 10-11 GE Midwest Women's Club Convention, Indianapolis, Ind.
- 14 - Pen-El Chapter, weiner bake, 11:30 a.m., 15925 Auburn Road.
- 14 - Macrame class, 7 p.m., Bldg. 18-1 conference room.
- 15 - Honor-ettes Chapter Board meeting, 11:30 a.m., Richard's Restaurant on the Paulding Road.
- 16 - Quintus Chapter, 1 p.m. Shawnee Library, 5600 Noll Ave.
- 19 - Executive Committee of Elex, 4:45 p.m., 18-3 conference room.
- 20 - Honor-ettes Chapter one day trip to Colum-

- bus, Ind.
- 20 - Partizan Chapter luncheon, 12 noon, Bethany Presbyterian Church, 1616 W. Main St.
- 21 - El-Par Chapter luncheon, 11:30 a.m., Senior Citizens Center, 233 W. Main St.
- 21 - Macrame class, 7 p.m., Bldg. 18-1 conference room.
- 25 - Family Roller Skating party for Elex members, GE employees and families, Bell's Rink, 4 to 6:30 p.m.
- 26 - Honor-ettes Chapter, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.
- 27 - Executive Board meeting, 7:30 p.m., Bldg. 18-1 conference room.
- 28 - El-Par Chapter Board meeting, 9 a.m., Cooper's Restaurant, 927 Broadway.
- 28 - Macrame class, 7 p.m., Bldg. 18-1 conference room.

Quarter Century outing reservations due Oct. 2

Reservations for the Oct. 17 Quarter Century Club Outing must be received by Virginia Pflueger, Building 4-6 by Oct. 2.

Doors will open at the Coliseum at 9:30 a.m. and lunch will begin at 11:30. Soft drinks and beer will be provided, but there will be no candy this year.

The event is open to members only. Employees or former employees are eligible if they have attained 25 years of GE service by Oct. 17.

Transportation still is being requested for the following members:

Roy C. Lawrence, Kendallville; Sarah L. Chelf, 2915 Cambridge; Delbert F. Scher, Huntington; Walter A. Hahn, 3231 Wakashan Road; and Melvin O. Williamson, 5120 Fernwood.

If you are willing to give any of these persons a ride to and from the event, call Dottie Askren at Ext. 3336.

In memory

Carl Pat Sweeney, 3306 S. Harrison St., died Sept. 17. He was a lathe operator at Winter Street before he retired in 1971.

Patricia J. Lahr, 1308 Kenwood, died Sept. 16. She was a requisition processing clerk at Taylor Street, GPM.

William B. Morton, Hoagland, died Sept. 16. He worked in analyze, report and repair at Taylor Street, SMD, prior to retiring in 1957.

ADLETS

FOR SALE

- GIRL'S BIKE**, 5 spd., \$45. 493-2241.
- EXERCISE BIKE**, less than 100 miles. 747-0160.
- '79 LTD FORD WAGON**, 4 dr., 33,000 miles, \$3,900. 485-9540.
- DINETTE TABLE & CHAIRS**, dk. wood, good cond. 426-2442.
- GARAGE SALE**, 2902 Raymond St., Sept. 26-27, 9-6 p.m. Avon bottles, misc.
- GE REFRIGERATOR-FREEZER**, 13.6 cu ft., avoc., 5 yrs. old, \$100. 447-3915.
- WOOL MATERNITY DRESS**, sz. 12; boy's coat w-zip-out lining, sz. 12. 747-6507.
- 17' TRVL TRAILER** w-awning, refr, stv, furn, bath, \$650. 456-6278.
- '74 DODGE VAN**, auto, V8, deluxe, sharp, \$1,900. 485-1437.
- SNOW TIRES**, 2, ww, rims, Sears Dynaglass, D78-14. 456-1568.
- PRTBL HAIR DRYER**; utility & poker tables; china. 485-8546.
- SIDECAR** for motorcycle; 17' canoe. 1-786-3804.
- WOOL SHAG CARPET & PAD**, 40 yds, good cond. 637-3000.
- GIRL SCOUT UNIFORM**, sz. 10, ex. cond., \$12. 485-5214.
- GARAGE SALE**, 3326 Bristers Spring Run, Sept. 26 & 27.
- ELECTRIC GUITAR & FENDER AMP**, \$75; stereo console, \$200. 693-9482.
- AMERI-THERM VENT DAMPER**, 6" dia., \$55, aft. 5 p.m. 483-7778.
- '78 CHEV PICKUP 4x4**, Fleet Side, good cond., \$4,500. 456-9492.
- '78 KAWASAKI 1000**; '76 Kawasaki 900, both sharp, extras, mst sell. 724-8624.
- LADIES' CLOTHING**, szs. 24½ & 26½. 749-2785.
- RADIO & TV TUBES**, 7,000, some specials; used TVs. 744-3807.
- SNOW TIRES** on Chrysler rims, H78-15, used one season, \$60/pr, aft. 4 p.m. 489-4032.
- VIVITAR ZX TELE CONVERTER**; Pentax mount P/K/M - brand new, \$30. 432-2711.
- '74 DODGE DART**, good cond. 745-5106.

WANTED

- BOATS**, cars, motorcycles to keep in our barn, \$10-\$15/mo. 639-6465.
- HIGH CHAIR**, reas. 432-2328.
- LIONEL & American Flyer** trains, any cond. 1-724-8011.
- ARTIST SUPPLIES** - oil paints, etc., send card or note, 1731 Lindley.
- DOUBLE SINK**. 484-3234.
- CHILD'S XS HELMET**, good cond. 432-6150.
- TENOR SAX**, reas., aft. 5 p.m. 747-6380.

SERVICE

- BELLY DANCE**, slim down, firm up, \$20/8 wks., So. 447-2886.
- PHOTOGRAPHY**, weddings, portraits, copy work, custom frmg. 432-9753.
- BABYSIT**, any shift or age, near Bdwy GE. 456-4779.
- BABYSITTING** in my NW home, days only, good care. 432-0140.
- HOUSECLEANING**, general cleaning exp., \$20/job, ref. 747-5566.
- LANDSCAPE & LAWN MAINTENANCE SERVICE**. 745-7056.

- BABYSIT**, days, near Lutheran Hosp. 745-2764.
- BABYSIT**, days, 2 yrs. and up, fenced yard. 747-9255.
- BABYSIT**, my home, anytime from 6 a.m. - 4 p.m. 483-3336.
- SATELLITE CEILINGS** sprayed and/or glitter. 456-3848.

FOR RENT

- TWO-STORY HOUSE, NE**, 3 bdrms, gas heat, stv, refrig, garage, deposit. 489-9335.
- SW HOME**, 3 or 4 bdrms, bsmt, 2 car gar, garden area, fruit & shade trees, \$250/mo. 747-4066.
- APT**, large, 1 bdrm, furn, priv entr, close to shopping & bus, \$45/wk. 747-4066.
- FURNISHED ONE-BDRM APT.**, all util paid. 672-3781.
- SW APT**, lower, 5 rms, bsmt, shag carpet, laun fac, no pets. 747-0241.

FREE

- KITTENS**, males & females. 747-9255.
- KITTENS**. 493-2741.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

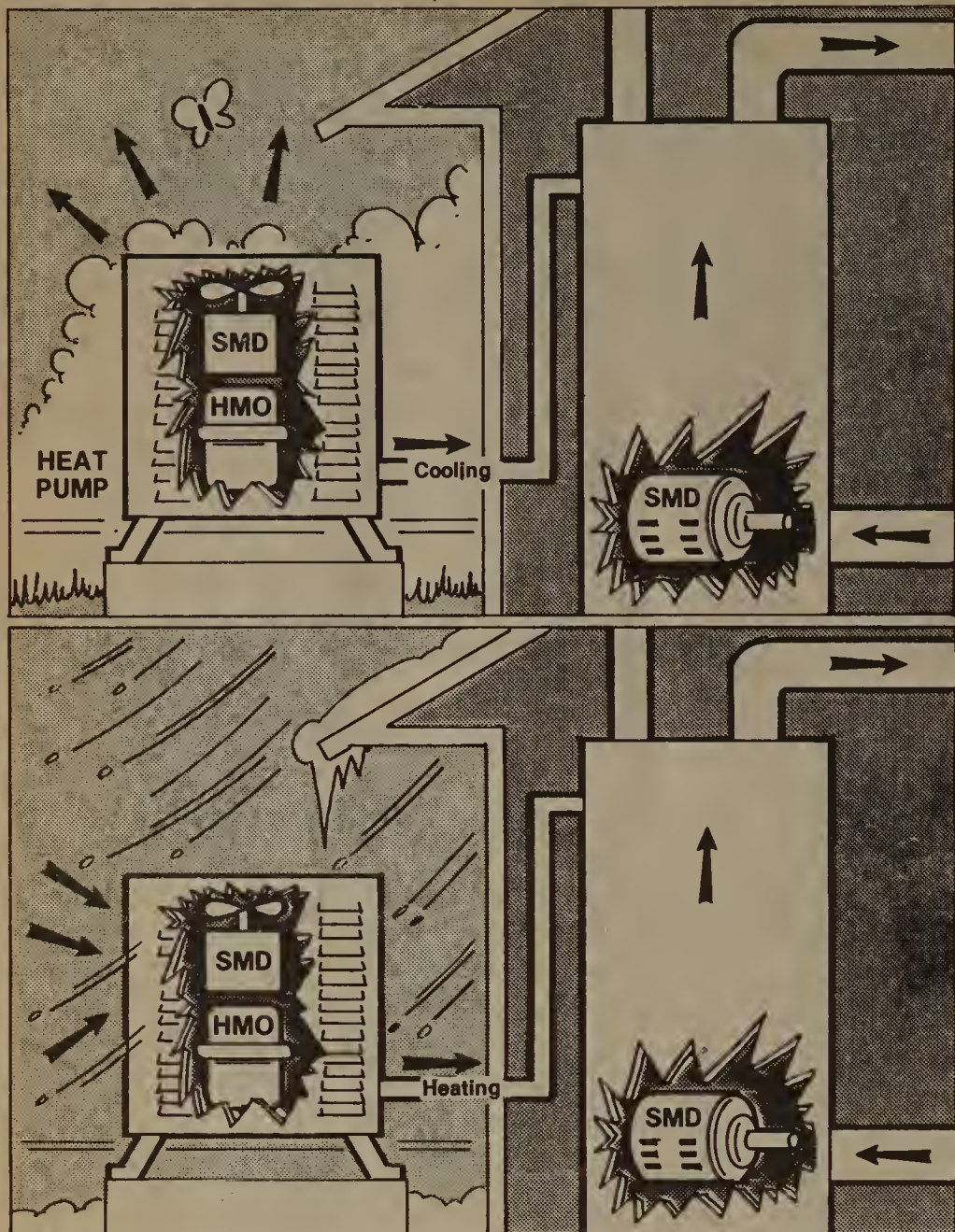
Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



In summer (top frame), the add-on heat pump recirculates and cools indoor air to air condition your home. In winter (bottom frame), it absorbs low-temperature heat from outside, raises the temperature with a compressor, then transfers it indoors for heating. HMO rotors and stators are used in heat pump compressors. SMD motors are used in the heat pump outdoors and indoors to distribute air through your duct system.

Motors

Continued from Page 2.

outside their home contains an HMO rotor and stator, as well as a cooling fan motor made by SMD at Taylor Street.

"We do a lot of business for GE Tyler. Our rotors and stators go into air conditioners like the one we just bought. They also are used in room air conditioners and commercial refrigeration units.

"The central air conditioning system we had installed wasn't cheap, but if it saves us money in the long run, it's worth it."

Sports briefs

Table tennis to begin

Anyone interested in playing in the GE Table Tennis League should contact Ramesh Gandhi on Ext. 2659.

Practice sessions will take place at the GE Club from 5 to 6 p.m. on Sept. 30, Oct. 1, 7 and 8.

League play will begin Oct. 14 and continue on Wednesday and Thursday evenings throughout the winter months.

Volleyball league forms

Men's power volleyball will get under way with an organizational meeting Wednesday, Sept. 30, in the

Marge has worked in the lead section of HMO for 20 years. "I believe that products are no better than the people who build them. People who care want the products they make to work. Here in the lead section we have a good group of people. We're all quality conscious and help each other out. That makes a big difference."

Marge notes, "There are a lot of competitors out there making motors. We've got to be a little better than they are to get the business that keeps us employed. It feels good to turn out a high quality product."

GE Club Trophy Room.

If you are interested in entering a team, you must have a team representative or captain at the meeting. The league will play on Wednesday evenings at the GE Club beginning in November.

For further information, call Connie Houser at 2042 or Dennis Sherman at 3317.

Florida Scramble Oct. 3

All GE employees are invited to enter four-person teams in the Fall Florida Scramble at Riverbend Golf Course Oct. 3.

To reserve a tee time, call Connie Houser, Ext. 2042.

Time for a change in S&SP savings?

Savings and Security Program participants have until Wednesday to change the way their fourth quarter savings will be invested.

New investment selections made by the end of September will go into effect the first paycheck in October.

Once each quarter

Participants can change the way their future savings and company contributions are invested once each calendar quarter. To do this, just complete a change form available in Personnel Accounting, Building 18-1, and return it by Sept. 30.

Participants can change their in-

vestments to elect insurance at any time, but may be required to provide evidence of insurability.

The opportunity to change investments during the holding period applies only to future savings. Past savings, company contributions and the earnings on them must stay in the investments you originally chose for them throughout the holding period.

If you do not request a change in the way your future savings are invested, they will be invested automatically as they have been in the past.

United Way

Continued from Page 1.

"I would venture to say that each one of us is directly or indirectly impacted by the services of the United Way agencies. It may be through someone we have worked with, a neighbor, someone we have seen on the street or even a family member. The benefits of the United Way are far-reaching.

"We recognize that the 60 cents we spend for a pack of cigarettes, the \$1.29 we spend on a gallon of gas or the \$2.50 we spend on beer or pop doesn't go very far. But when that same money is spent on vital human services, it goes a long way. And having given or having been involved, you walk away with a good, warm feeling!"

Employees show concern

IAM Lodge 70 representative Darlene Schibley, who works in motor test, Building 8-2, notes, "The employees represented by our union are concerned about supporting United Way.

"I think more employees should take advantage of the bus tours to United Way-supported agencies. People who have never contributed and people who have given money

to United Way for years, all could learn from taking a tour," she says.

"I toured the Anthony Wayne Rehabilitation Center and was very impressed with the whole organization. I saw what blind people, mentally retarded persons and others have to go through. The United Way agencies are there to help in many ways."

Participation is key

To Phil Coleman, representative for IUE Local 901, three words sum up this year's United Way campaign: people, participation and percentage giving.

"I've been involved in campaigns for years," he says. "I just like the idea of helping people.

"With the policies of the present administration in Washington, a lot more pressure will be on United Way agencies to help people. I urge everyone to contribute. I've seen people rehabilitate themselves to the point that they can be self-sufficient and even contribute to the rest of society. I remember after we had enjoyed a really good meal at the Rehabilitation Center, they took us to meet the cook. He was blind.

"It's success stories like that that make giving to the United Way worthwhile," he says.

It's fall fix-up time at your Employee Store

Sale prices on GE Silicone:

10.3 oz. cartridge	\$3.99
8.5 oz. cartridge	\$3.35
2.8 oz. tube	\$1.99
1 oz. tube	\$1.29

Prices in effect through Oct. 30.

Plus, get your mail-in rebate by mailing the coupon below.

YOUR EMPLOYEE STORE
1040 Swinney 10-5:30 Weekdays

\$1.00 & \$1.50

REFUND SAVINGS
GE SILICONE
HOUSEHOLD PRODUCTS

How To Get Your Refund(s): Check off the product(s) you purchased and fill in all blanks below. Include all proof of purchase items and mail with this coupon to GE Silicone Fall Fix-Up Refund, Box PM 310, El Paso, TX 79966.

★ \$1.00 on any GE Silicone Household Caulk or Sealant in 8.5 fl. oz. or 10.3 fl. oz. cartridges.

★ \$1.50 on any GE Silicone Household Sealant in 2.8 fl. oz. tubes.

REQUIRED PROOF OF PURCHASE:

For each item purchased on which a refund is sought submit:
1) Cash register tape with store name, price(s) paid circled; and
2) Cut GE Monogram from back of each cartridge and/or clip top 2" off each blister card for each item you claim a refund on.

Cut cartridge after contents are partially used

_____ cartridges @ \$1.00 each = \$_____

_____ tubes @ \$1.50 each = \$_____

Total Refund = \$_____

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

This coupon may be used for no more than ten (10) eligible GE Silicone consumer products per family/address. Offer void where prohibited, taxed or otherwise restricted by law. Wholesalers, distributors and retailers are not eligible for refunds. Offer open to consumers in Continental U.S., Alaska, Hawaii and Puerto Rico only. Allow 6-8 weeks for refund. This coupon and proof of purchase must accompany your request. Duplicates, facsimiles or copies will not be honored. Offer expires 12/31/81.

GENERAL ELECTRIC

OCT 1981

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FORT WAYNE, INDIANA

VOLUME 63, NO. 36

General Electric News

GPM motors — how do they stack up to Reliance, Toshiba, etc.?

How do motors manufactured by General Purpose Motor Department in Fort Wayne rate against competitors' motors?

Bob Susdorf, GPM's manager of engineering, put some GPM motors side by side with competitors' motors and compared them for union representatives last month.

There on a table beside familiar GPM models was a sleek, new Toshiba motor, as well as more familiar brands such as Reliance, A.O. Smith and Gould.

Susdorf rated each motor individually, as a customer might rate them in deciding which one to buy.

"In most cases there are no major breakthroughs in design that make one company's motor stand head and shoulders above the rest," Susdorf told representatives from IAM Lodge 70 and IUE Local 901.

GE looks for competitive edge

"At the same time, each company's motor is slightly different than the others. Winning orders is a matter of doing all the little things right. A slight edge in service, performance, quality or cost can make the difference between winning and losing an order."

For instance, he said A.O. Smith probably is the current leader in the pump business. "They manufacture an excellent quality motor that is well designed to make the motor switch easy to repair. But we rate our 40 frame motor manufactured at



IAM Lodge 70 representatives Mike Buuck, Steve Campbell, Dave Warner and Bob Mosshammer listen as Bob Sus-

dorf, GPM manager of engineering, compares competitors' motors to GPM models.

Taylor Street as the best pump motor overall. We think we do a better job of building the motor to fit the needs of specific applications and that we do a better job of solving specific customer problems. But we are also a bit more expensive than some of our competitors."

Japanese enter markets

In the distributor market, the standout is Toshiba's cast-iron model, he said. "If anything, it is over designed with too much material, but the motor is first class all the

way. Our Winter Street 140 frame is also an excellent quality motor, but in spite of the fact ours uses an aluminum die casting, Toshiba's motor is less expensive."

At Broadway, GPM has been successful in competing against Japanese competitors, Susdorf said.

"Our DC motor is the best performer in the golf cart market, but price is a critical factor," said Susdorf. "Hitachi sells their motor with more material for less. We have a motor with proven reliability, but

we're fighting order after order to keep this business.

"We are also seeing Japanese competitors entering the Broadway Small AC motor market," Susdorf added. Oriental is the name of a new competitor in this market.

"We often see the Japanese move into the high volume areas. We need to be sure we are producing the maximum product at the minimum cost to prevent new inroads by these tough Japanese competitors," he concluded.



Employee contributions help children

Heather Houghton, daughter of Jim Houghton, who works at Advanced Manufacturing Operation, MTO, Building 19-3, mimics a puppet during a learning disabilities class for preschool children. Ann Curley, right, is learning disabilities coordinator for the United Way sponsored program. She is the wife of Virg Curley, STD. Looking on during a recent visit are Jerry Smith (left), president of the Employee Community Services Fund Board of Directors, and Phil Coleman, IUE Local 901 representative on the ECSF Steering Committee. (See related story on Page 4.)

5 percent tax cut to show in your next paycheck

Fort Wayne GE employees will notice an increase in their take-home pay when they receive paychecks this month.

The reason is the 5 percent reduction in federal income taxes that went into effect yesterday, Oct. 1.

Doyt Schaadt, manager of personnel accounting and banking, said employees will first notice the change in paychecks distributed today to salaried employees and Oct. 7 to hourly employees.

The payroll has been reprogrammed according to a government directive so that paycheck deductions for federal income tax will be lowered about 5 percent on wages paid after Sept. 30.

How to figure

To figure approximately how much more take-home pay you'll now have in each paycheck, multiply

the amount of your federal income tax deduction from your most recent paycheck stub by 0.05.

For example, if you are having \$80 withheld from your current pay, you can expect your income tax withholding to be cut by about \$4. Your take-home pay will be increased by the same amount.

Because of the way the federal tax tables are set up, not everyone will receive a tax reduction of exactly 5 percent in his or her paychecks. Schaadt explained that some employees have elected to have additional amounts withheld from their pay because they wished to cover expected taxes from other income. These employees will see less than a 5 percent reduction in tax withholding.

Bigger cuts in federal taxes are scheduled in both July 1982 and July 1983.

Fort Wayne GE's bill averages \$140,000

Think your monthly phone bill is high?

"Keeping costs of telecommunications down is just as vital to the success of our business as all other aspects of our daily work here at Fort Wayne," says George Lambroff, manager of telephone facility and mail services for GE in Fort Wayne. He joins GE managers across the country in asking all GE people to make more productive use of the telephone and other telecommunications tools.

Like everything else, costs of the company's telecommunications, especially the telephone, have been escalating fast and will increase \$35 million this year unless better use is made of these facilities.

GE bill hits \$15 million

GE's telecommunications bill for the month of June, for example, represented a hefty increase in price, and reached a record \$15 million.

Lambroff noted that the telephone bill for GE in Fort Wayne is about \$140,000 per month. About \$90,000 of that total is for DIAL COMM.

Within the past few months, one major telecommunications company obtained approval for two 16 percent rate increases, which boosted GE's costs to record heights. This is but one of several companies providing telecommunications services to GE. General Electric's DIAL COMM is the largest private long-distance, telephone service outside the federal government.

Here in Fort Wayne, Lambroff



George Lambroff, manager of telephone facilities at Fort Wayne GE, checks out telecommunications equipment in Building 20. Because of escalating telephone costs, especially involving DIAL COMM, he and others across GE are asking all employees to help cut unnecessary phone costs.

How to help cut phone costs

George Lambroff, manager of telephone facility and mail services, notes that there are opportunities for major efficiencies in the use of GE telephones in the campaign to contain phone costs.

These include the use of DIAL COMM whenever a call must be made to a DIAL COMM location, instead of using a toll service for these calls. DIAL COMM rates, he said, are approximately 20 to 25 percent lower than toll rates.

Other suggestions made for use of DIAL COMM include:

- Keep calls brief.

- Avoid telephone company operator-assisted calls and collect calls whenever possible.

- Place your own calls and answer your phone promptly.

- Call during least busy hours when possible. That means early morning in the East and late afternoon in the West.

- Use RECOMM or mail if a written record is requested.

- Use your phone directory to obtain correct numbers and maintain a list of frequently called DIAL COMM numbers.

called on employees to make more efficient use of all telecommunications facilities in an effort to hold down escalating costs.

\$140,000 a month here

Lambroff noted that the telephone bill for GE in Fort Wayne is about \$140,000 per month. About \$90,000 of that total is for DIAL COMM. Other monthly costs include equipment, \$30,000; other long distance toll calls, \$10,000; and miscellaneous expenses including Wide-Area Telephone Service (WATS), \$10,000.

"Use your GE phone for business only," said Lambroff. "Keep in mind what it costs, just as you

would if you were using your home phone."

He said a corporate telecommunications council has been formed, and the theme, "It's great to keep DIAL COMM trim," has been selected to support the cost containment communications program within the Company.

"During coming months, all phone users will be provided with information regarding telecommunications cost saving opportunities. I hope everyone will give them serious consideration, and thus help in still another area to keep our plant competitive during this period when costs of doing business are rising rapidly."



Machinist earns \$469

Larry Jervis a machinist in Area Services Unit 607 at Taylor Street recently received a suggestion award of \$444.17. This was in addition to a previous award of \$25 for a total of \$469.17 for this suggestion. The award was based on the savings of wire scrap. He suggested oiling wire going through the winding machines with an oil mist system making a more efficient operation.



New idea pays off

Robert Klepper (left), steel and weld operator, and **Donald Hartman**, sheet metal operator, Area Services unit 604, recently shared an \$856.06 suggestion award regarding the punch press scrap removal system in Building 4-1. Scrap buildup caused downtime, maintenance time and a safety hazard. Their idea was to change the lower portion of the scrap chute, creating a more effective air flow pattern and preventing scrap from clogging the chute. Each received \$428.03.

Store cuts prices on GE motors

New, lower prices on General Electric AC replacement motors went into effect this week at the GE Employee Store.

"Prices will be 30 to 35 percent lower than list prices, a savings of 18 to 20 percent from previous Employee Store prices on most available motor models," said Denny DeMeritt, sales engineer for the Components Sales Department. "We are happy to be able to improve the price at which employees can purchase motors manufactured by General Purpose Motor and Specialty Motor departments."

Roy Elwood, owner-manager of the Employee Store, said do-it-yourselfers will be able to purchase fractional horsepower replacement motors for central air conditioners, furnace blower fans, farm machinery, home workshops, pump motors and refrigerator fans.

The special prices are available to employees only, and the motors are for the employee's personal use, not for resale.

Alley Chat

By Connie Houser

Early, Volkert 'high rollers' for women; York, Haller top scorers in men's bowling

It didn't take long for the names to change on the bulletin board this week as two women set new season highs. Lynnette Early of TTY set the pace as she hit a 209 to capture high game of the season. In pursuit was Pat Volkert of the Tuesday Afternoon Ladies who rolled a 207, 185, and 160 for top series with a 552.

The men's leading scores will be tough to beat. Dave York holds season high game with a 279, and Doug Haller is on top with his 694 series. There are still a few openings for league bowling. Call the GE Club today if you are interested: 426-8487 or 426-7431 (x-2042).

League Wrap-Up

Friday Nite Ladies	Friday Nite Taylor St.
Gertie Jone 500	Bill Spranger 218
Martha Hire 203	Tom Spillers 211

Monday Morning Ladies

Connie Wills (182-188) 538
Joan Hoover (192) 529
Elsie Oliver (180) 520
Virginie Fletchall 513
Nellie Tappmeyer 180

GE Office League

Dave Rodewald 238
Art Seidel 214
Don Caudill 210
Dan Lepper 210

Monday Nite Ladies

Shirley Bohner 527
(201-182)
Vicki Wagner (200) 511

Tuesday Afternoon Ladies

9/15/81
Melissa Flory (194) 509
Delores Fox 502
Janie Fischer 198
Carol Meads 180
9/22/81
Pat Volkert (207-185) 552
Barb Shields (194) 517
Delores Fox (185-181) 509
Freddie King 194

Junior League

Dan Heuschild 811
(201-211-199)
Don Gilbert 210

Hermetic League

Jim Welks, Jr. 838
(247-218)
Dave Uncapher (255) 812
Frank Cochran (247) 607
Larry Hay 232
Mark Gunkel (4-8 split) 210

(11-200 or-better games!)

Small Motor League

Wayne Sprett 233
Larry Franck 223
John Segyde 212
Jim Welks 212

Senior Citizens (Thurs & Fri)

Mae Dial 513
Clara Lauer (190) 511
Helen Koehlinger 189
Viole Bork 187
Scudder Chaney 254
Leon Mey 210
Herbert Winter 210

Apparatus League

Vassie Tom 218
Mr. Eckardt 213

TTY

Lynnette Early 209

Pete & Tillie League

Don Slater 235



Winners of the GE Club Open Tennis Tournament the last years now have their names enscribed on a plaque in the GE Club. From left are: Mike Rasbury, HMO, Building 17-2, 1979 winner; Rick Stoller, Wire Mill, league manager; Hilary Landers, SMD, Building 4-6, 1980 winner; Pete Lytle, MTO, Building 19-2, this year's winner; and GE Club Manager Ray Fischbach.

Tennis Club announces 1981 winners

The GE Tennis Club has announced league and tournament winners for the 1981 season.

Final league standings were as follows: Division I — Mike Rasbury, first; Ron Nelson, second; and Rick Stoller, third. Division II — Larry Sordlet, first; Ty Harter, second; and Perry Harter, third.

Pete Lytle won the third annual GE Club Open Tennis Tournament, followed by Rasbury, second, Nelson, third, and Stoller, fourth.

A plaque with the names of winners from all three tourneys enscribed on it has been placed in the GE Club Trophy Room. Future winners' names will be added each year.

Basketball league seeks entries Tuesday

Employees interested in entering a team in the GE Club Men's Basketball League should attend the organizational meeting at 5 p.m. Tuesday, Oct. 6, in the club Trophy

Room.

League play is scheduled to begin in early November. For more information, contact the GE Club at Ext. 2042.

ADLETS

RIDE WANTED

ANTWERP, HICKSVILLE, PAULDING OR PAYNE AREA to Bdwy, 1st shift. 1-419-899-2372.

FOR SALE

HOUSE, 4 rms & bath, bsemt, lg shady lot, good cond., \$19,500. 672-2094.

SNOW TIRES, E78-14, ex. cond; puzzles. 444-8243.

BABY STROLLER, \$8; sterilizer, \$6; bottle warmer, \$2. 637-6503.

GARAGE SALE, Oct. 2 & 3, 8-4 p.m., 266 E. Maple.

'69 STARCRAFT w-55 HP mtr & trlr incl., \$1,200, good shape, eves. 1-281-2326.

SVC. MANUALS for '71 Ford passenger cars, compl, \$10. 432-3274.

UPRIGHT PIANO & bench, \$100, firm, you pick up. 745-5731.

TV, color, needs new turner, aft. 6 p.m. 486-1240.

'77 FIREBIRD, auto, air, pwr, 305, iceberg blue, new brakes, muffler, 33,000 miles. 747-5461.

TYPEWRITER; stroller; GE AM/FM clock radio; table. 747-3871.

SOLIDOX BRAZE/WELD OUTFIT, used once, \$15. 432-2183.

BEN FRANKLIN STOVE w-glass doors, 26"; \$175; 2 folding bicycles, \$50 each. 639-6129.

WHEAT STRAW, aft. 5 p.m. 422-4938.

'77 JEEP CJ-7, excellent, 2 tops, extras, \$4,100. 357-5686.

BOAT, MOTOR, TRLR - 16' Sea Nymph, 50 HP Evinrude, exc., extras, \$2,000. 357-5036.

GARAGE SALE, 1228 Sheridan Ct., Oct. 2 & 3, baby items, barbells, misc.

NATURAL GAS DIRECT VENT WALL FURNACE, Sears, 20,000 BTU, w-instructions, \$100. 456-9429.

LOVESEAT, bwn & tan tones, 6 mos. old, ex. cond., \$175. 749-4760.

TIRES: 4, LR78-15, \$10 ea; 2, LR70-15, \$15 ea., all good cond. 432-3955.

DRAPERIES, open weave, 92"x82"; rod, 53"-96". 432-8644.

'78 TOYOTA COROLLA, 5' spd, radials, clean, aft. 6 p.m. 623-3026.

AMERICAN RIFLEMAN MAGAZINES, ex. cond., '57-'80, \$125. 432-3274.

'81 CHEVETTE, 4-dr. htchbk, auto, AM-FM, 13,000 miles, \$4,800. 483-4651.

WATER SOFTENER, hvy dty, very good cond., 3 yrs. old, \$200. 447-9659.

30" GAS RANGE & HOOD, cprtn, good cond., \$75. 749-2407.

WINDOW AIR CONDITIONER, Hotpoint, 6,000 BTU, ex. cond., \$95. 432-1870.

'73 CORVETTE; '71 Triumph motorcycle, 650 CC, both good cond. 426-7626.

14" MOUNTED TIRES, 2, F78-14. 432-3483.

'76 CUTLASS, ex. cond., loaded, 33,000 miles. 485-4432.

TRUCK TOPPER, all fiberglass, smoke glass windows. 691-3544.

GAS RANGE, Tappan, wht, good cond., reas. 747-0891.

DRAPES, bwn w-foam backing, 75"x45", 2 prs, good cond., \$40. 747-0160.

SCOPE & SLING, Sears, lever-act., aft. 4 p.m., \$50. 627-2057.

'69 OLDS DELTA 88, 95,000 miles, new trans at 90,000 miles, runs good, \$500 or offer. 432-5091.

MAPLE BEDS, 2; wrt iron headboards, 2, gold & wht. 485-8586.

SNOW TIRES, 2, on GM 14" rims, E-78, used 2 winters, \$50. 749-9320.

'47 DODGE, original; '62 Chev II race car. 693-9349.

STORM DOOR, alum. comb., 3'x6'8", \$15. 484-8340.

CHEV SHORT BLOCK, 153 cu. in., \$350 or bst offer by Oct. 8. 486-4490.

OVERHEAD GARAGE DOOR, 6'7"x9'; 12" hardboard sliding. 484-1953.

LADY'S SHOES, sz. 9 1/2 AAAA; kitchen table & chairs. 424-1396.

GARAGE SALE, 341 W. Cox Drive, Oct. 1 & 2, 8:30-4:30 p.m.

BOWLING BALL, 9 lb. Brunswick, blue, used one year, \$25. 484-3042.

SPINET PIANO, pecan finish, 1 yr. old. 432-5373.

FOYER WALL LIGHT, elec. w-5 candles, beautiful, \$50. 485-0102.

FRANKLIN STOVE, wood burning, w-pipes, nlce for garage or add'l room, \$75. 1-419-899-2372.

ELECTRIC RANGE, cprtn, \$20; kit. sink, \$15; dbl hung window; dbl bed frame. 485-5764.

GARAGE SALE, 4 families, Oct. 2 & 3, 9-5 p.m., 3814 Darwood Ct.

COCKER SPANIEL, blk, 4 yrs. old, all shots & spayed, \$20. 483-4589.

TIRES, 4, R75-14, all weather, used one month, reason - bought truck, aft. 4 p.m. 749-8627.

GE CB TRANSCEIVER & ANTENNA COUPLER, 40 ch, \$25. 747-7352.

ELECTRIC DRYER, exc. condition. 483-2019.

GAS RANGE, Tappan, \$25. 623-3368.

'74 IH THREE-QUARTER TON TRUCK, pwr, air, cap, \$1,500 or offer. 432-0140.

UPRIGHT PIANO, exc. cond., best offer. 747-1040.

WEDDING GOWN, sz. 12-14, eves. 485-9724.

YOUTH BEDS, 2, wht provincial & wood tone. 456-3248.

WANTED

TWO BEDROOM HOUSE TO RENT, preferably SE area, quiet, clean loc., aft. 5 p.m. 745-2871.

CHEST OF DRAWERS or dresser; apples for cider. 639-3577.

TELESCOPE, under \$100; worn out, rechargeable tools. 749-0520.

WATER SKIS. 489-3970.

GASOLINE POWERED LAWN EDGER. 485-8866.

SERVICE

BABYSIT, days or nights, close to S. Wayne School. 456-4779.

CONTINUOUS GUTTERS & alum siding, free est. 627-2429.

LICENSED TUTOR, learning difficulties. 744-5669.

HOUSECLEANING, experienced, references, \$20/job. 747-5531.

FOR RENT

FOUR ROOM APT., W. Wayne, all util, private, newly restored. 432-2646.

SW APARTMENT, lower 5 rms & bsmt, appl, laun facil, carpet. 747-0241.

FREE

KITTENS, 8 wks. old. 422-4995.

SCHNAUZER-BEAGLE MIX PUP, 6 mos. old, male, first shots, needs home, aft 5 p.m. 447-9315.

*ADLETS

GE NEWS BLDG. 18-3

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INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. **No more than 40 letters per Adlet, please.** Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

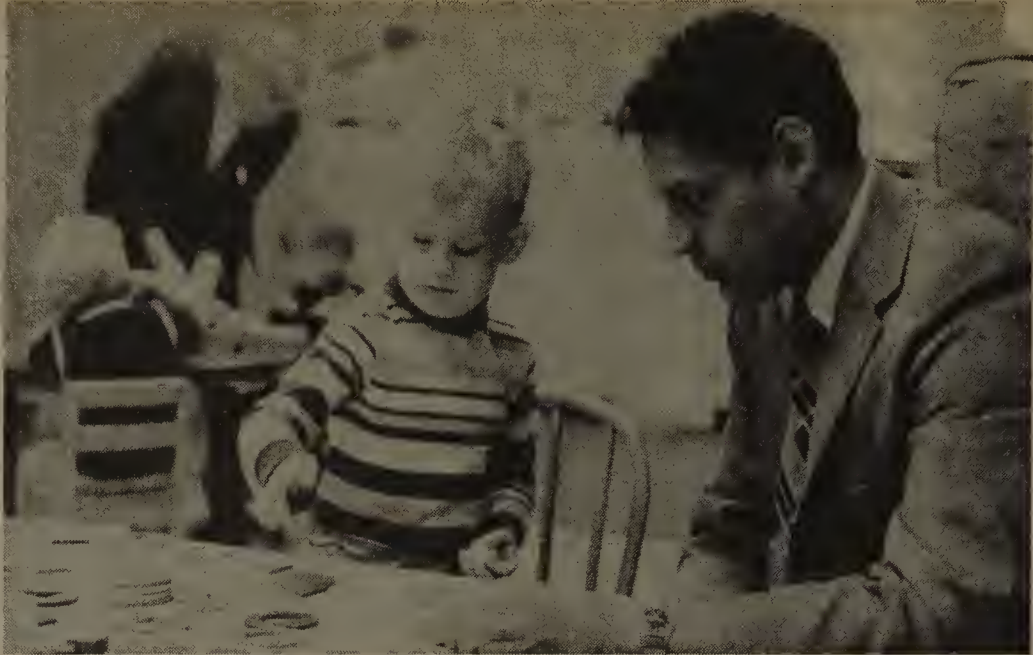
Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____



Darlene Schibley, Building 8-2, listens in as **Donny King** works on a computer quiz. Donny is one of 11 preschool children involved in the Learning Disabilities Program sponsored by United Way.



Larry Rybicki, HMO plant manager, watches **Brian Osborn** play a game designed to help him overcome a learning disability. Representatives of GE's Employee Community Services Fund campaign toured the class Monday.

ECSF campaign chairmen listed

ECSF Campaign department chairmen include:
CSD — **Pat Harris**, Building 18-5; Group Finance — **Sue Haslup**, Fairfield; Group Relations — **Barb Bugg**, Building 21; GPM — **Barb Myers**, Taylor Street; HMO — **Doug Lehman**, Building 18-4; MTO — **Nancy Snow**, Building 19-5.
Also, SMD — **Marla Hall**, Building 4-6; and STD — **Tom Brennan**, Building 26-2.
Steering Committee members are **Larry Rybicki**, representing management; **Phil Coleman**, representing IUE Local 901; **Darlene Schibley**, representing IAM Lodge 70; and **Jerry Smith**, representing the ECSF Board of Directors.
Dottie Askren, Building 18-4 is training director.

Employee dollars treat learning disabilities

One child has seizures about eight times a day.
Another, born prematurely, had congenital heart failure and a mild case of cerebral palsy.
Eleven preschoolers served
But all 11 children in the Learning Disabilities Pre-School program have one thing in common. They're getting trained professional help thanks in part to United Way contributions made last year by Fort Wayne area GE employees.
Department chairmen for the GE Employee Community Services Fund campaign visited the class for children age 3 through 5 this week to see employee contributions at work.
First year of funding
"This is the first year this program has had United Way funding," noted **Ann Curley**, learning disabilities coordinator and wife of **Virg**

Curley, who works at Specialty Transformer.
"The county government could no longer afford to fund the program, so the United Way and the Allen County Society for Crippled Children and Adults picked it up," she said. "We're very fortunate to have United Way funding."
"Each of these children has some form of learning disability, but their abilities are not depressed across the board. One child, for instance, can read, but when it comes to doing something with his hands he screams in frustration."
"Another child had a cleft palate and some people thought he was retarded. But as soon as he had surgery, he started responding to our efforts."
During the visits, GE employees were able to talk and play with the children as they engaged in different learning activities.

"Our program is structured to keep the children engaged in therapeutic activities all morning," **Curley** said. "They learn to compensate somewhat with their strengths, and we try to remedy their weaknesses. Some of these children will be able to start school with others their age. Others will start in special classes for children with learning disabilities. This is a very important stage in their lives. They need therapy now."
Employee children benefit
"We've had a few children of GE employees in the class. The thing people need to realize is that learning disabilities don't touch just one segment of the population. Fortunately these children can benefit from professional help, and we're able to provide that kind of help with the aid of organizations like the United Way that have the support of GE employees."

Discount tickets for Ice Capades

An all new production of Ice Capades, starring international Olympic champion **Peggy Fleming**, is coming to the Memorial Coliseum Oct. 6-11.
General Electric employees will be entitled to a \$2 discount for the Wednesday, Oct. 7, or Thursday, Oct. 8, performance. Both start at 7:30 p.m.

Regular prices for adults are \$8 and \$7. GE prices will be \$6 for adults and \$5 for children in the \$8 sections, and \$5 for adults and \$4 for children in the \$7 sections.
The coupon may be presented at the box office (properly filled out with all information requested) at the Coliseum starting Monday, Sept. 14.

GE Ice Capades Discount Coupon

Name _____ Address _____

City _____ State _____ Zip _____ Phone _____

Performance preferred (Circle one): WEDNESDAY THURSDAY

Number of adult tickets _____ at \$ _____

Number of children's tickets _____ at \$ _____

Make remittances payable to Doorway Promotions. Total remittance: _____

(When filling out coupon, list the discount price only and please remember to enclose a stamped return envelope.)

August prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in August. The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate		Long Term Fund Price	YTD Annual Income Rate
				1980	1981		
January	\$61.863	\$29.643	\$10.00	10.9%	13.1%	\$9.31	14.1%
February	63.118	28.834	10.00	10.9	13.1	9.07	14.3
March	66.580	29.905	10.00	10.9	13.1	9.19	13.9
April	66.732	30.271	10.00	10.9	13.1	8.87	13.8
May	64.688	29.861	10.00	10.9	13.1	9.07	14.2
June	65.182	30.349	10.00	10.9	13.1	8.96	14.2
July	61.085	29.563	10.00	11.0	13.2	8.70	14.2
August	58.292	29.809	10.00	11.0	13.2	8.39	14.4*

* At Aug. 31, 1981 the Net Current yield of the long term investment portion of the fund was 15.4%.

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General Electric News

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GET A CASH REBATE DIRECT FROM GENERAL ELECTRIC IN ADDITION TO YOUR EMPLOYEE DISCOUNT WHEN YOU BUY THESE SELECTED MODELS AT RETAIL FROM OCT. 1 THROUGH NOV. 30, 1981.

Employee
Discount*

Fall Cash
Rebate

YOU
SAVE

RANGES

JB500W	\$65	\$35	\$100
JB500GW	\$65	\$35	\$100
JB600G	\$65	\$50	\$115
JBV42G	\$90	\$50	\$140
JSP47	\$85	\$50	\$135
JSP47G	\$85	\$50	\$135

MICROWAVE OVENS

JET130	\$75	\$30	\$105
JVM62	\$80	\$50	\$130

WASHERS

WWA7070B	\$45	\$20	\$65
WWA8350B	\$50	\$20	\$70
WWA8480B	\$55	\$40	\$95

DRYERS

DDE8200B	\$40	\$20	\$60
DDG8280B	\$45	\$20	\$65
DDE9200B	\$45	\$20	\$65
DDG9280B	\$45	\$20	\$65

Employee
Discount*

Fall Cash
Rebate

YOU
SAVE

REFRIGERATORS

TBF17ZB	\$75	\$30	\$105
TBF19DB	\$75	\$30	\$105
TBF19ZB	\$80	\$30	\$110
TBF21RB	\$110	\$50	\$160
TFF20RB	\$120	\$50	\$170

DISHWASHER

GSD1200	\$70	\$30	\$100
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CONSOLE TELEVISION

25EM2845K	\$100	\$50	\$150
25EM2846L	\$100	\$50	\$150
25EM2847K	\$100	\$50	\$150
25EM2849P	\$100	\$50	\$150
25EM2850K	\$105	\$50	\$155
25EM2854P	\$105	\$50	\$155
25EM2855P	\$105	\$50	\$155
25EM2870P	\$135	\$75	\$210

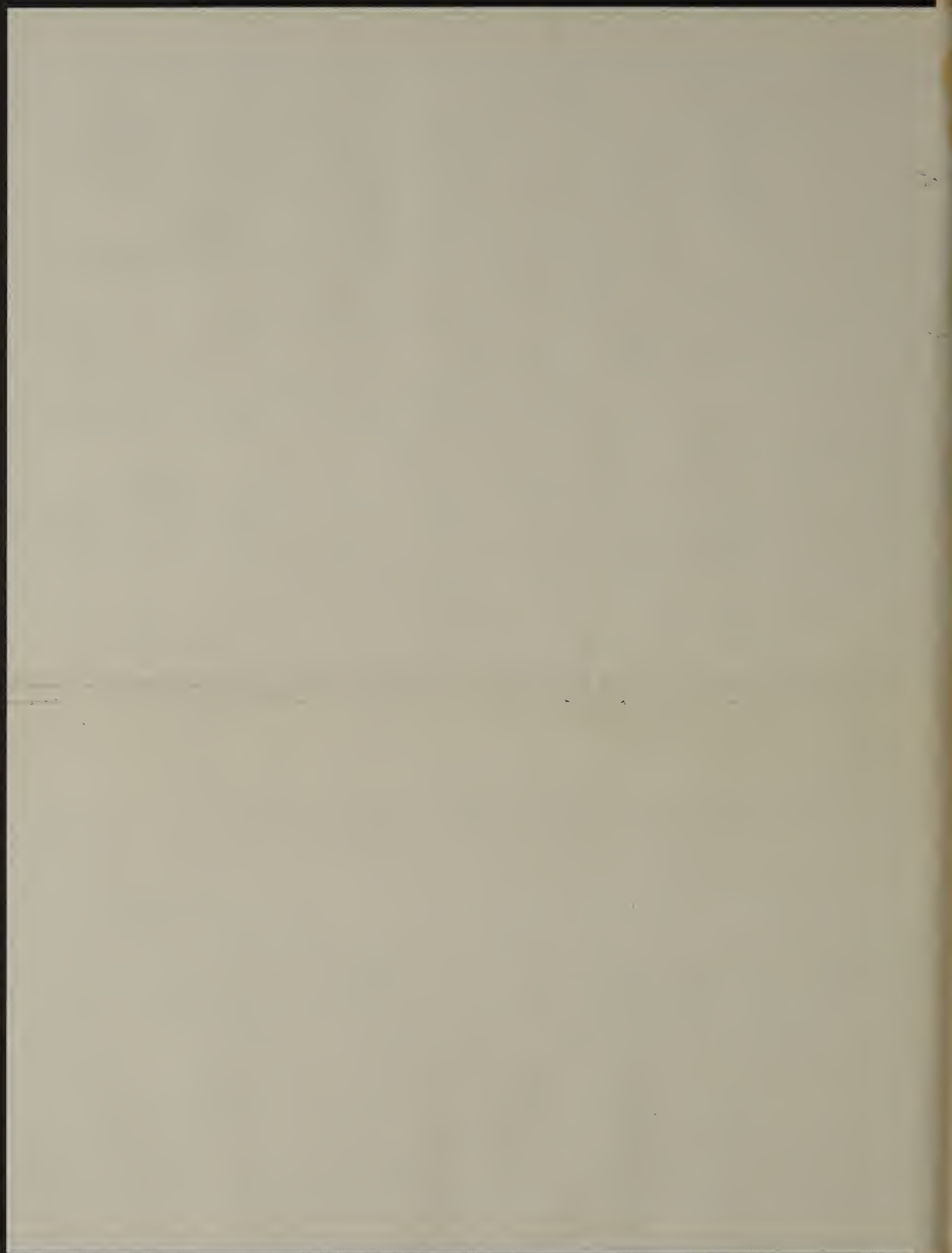
WIDE-SCREEN TELEVISION

45EP1000P	\$340	\$150	\$490
45EP2000P	\$410	\$150	\$560

*Subject to the provisions of the Employee Product Purchase Plan.

WE BRING GOOD THINGS TO LIFE.

GENERAL  ELECTRIC



OCT 27 1981

General Electric News

OCTOBER 9, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 37

SMD, GPM list temporary layoffs

Declines in order rates will result in temporary layoffs at SMD, Taylor Street, and GPM's Taylor Street and Winter Street plants.

About 200 production employees will be laid off for the week of Oct. 19 at Section 15, Taylor Street SMD. The one-week layoff represents a partial shutdown of production operations because of a decline in order rates.

Full production will resume Oct. 26 at the reduced line rates now in effect.

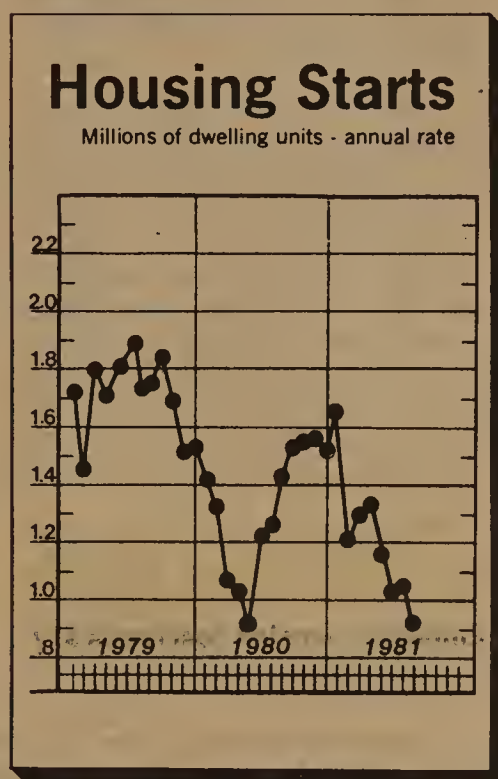
Heating and air-conditioning markets served by SMD are feeling the effects of the slump in housing construction.

About 400 GPM production employees at Section 14, Taylor Street, will be off work today and Monday. And 220 employees at GPM, Winter Street, will be off today.

The temporary layoffs at GPM are due to lack of orders resulting from high interest rates and the sluggish economy.

Plunge in housing hits home for GE departments

The U.S. Commerce Department reported recently that August housing starts plunged 10.7 percent to a seasonally adjusted annual rate of 937,000.



Housing starts dropped in August to an annual rate of 937,000 units.

It was the third lowest monthly figure since World War II and provided fresh evidence of economic weakness caused by high interest rates.

SMD most sensitive

Several lines of GE motors made here in Fort Wayne depend on housing growth for sales. Specialty Motor Department at Section 15, Taylor Street, is most sensitive to changes in housing construction. Its motors are used in furnaces, central air conditioning and heat pump units, ceiling fans and attic fans.

Hermetic Motor Operation sells rotors and stators for use in compressors that are found in heat pumps and central air conditioning systems for homes.

Specific models of General Purpose motors depend on new home construction, but most of those are made outside Fort Wayne. GPM, Taylor Street, does make some motors for swimming pool filter pumps as does the Decatur plant.

Decatur also makes motors for use in furnace fans, attic ventilator fans, whole-house fans, and ceiling fans.

See related story, Page 4.

Briefs

100 years young

Ira Kellogg Sr., who will be 100 Nov. 1, and Mary Ference, who already is into her second century at age 100, have had a lot of experience with the GE pension and Social Security benefits.

After all their years, their lives remain rich with family and lifelong interests in hobbies. Page 2 is devoted to them and other active members of the GE pension family of more than 80,000 persons.

Elex races to Indy

Fort Wayne GE's Elex Club will host the GE Midwest Women's Clubs Convention today through Sunday in Indianapolis.

There will be 277 women and 19 managers from Fort Wayne and a total of 670 women from GE women's clubs throughout the Midwest attending the event, says convention adviser Lorine Peters.

The convention theme is "Racing Ahead Together."

GE people put handicapped to work through United Way pledges

Right here in Fort Wayne there are many highly skilled and capable people who are unable to find meaningful work. Crafts people, engineers, skilled laborers.

Little wonder then that persons who are blind, disabled and disadvantaged might have trouble finding employment.

Since 1959, the mission of the Anthony Wayne Rehabilitation Center has remained the same: to increase the self-reliance and employability of persons with handicaps.

Making people self-reliant

"We try to get people off public support, but with the upcoming budget cuts in the federal government, we just don't know. We need all the support we can get from GE employees and others who support our agency through United Way," said John Niederman, director of Special Services for the center.

He escorted Employee Community Services board members on a tour of the South Calhoun Street facility Monday.

"We serve 190 clients a day, and last year we placed 62 people in jobs throughout the community. We are known throughout the state for our

projects with industry. We work closely with GE, Lincoln National Life, Holiday Inn and Lutheran Hospital, among others, to train and employ people who otherwise might not be able to pay their own way," said Niederman.

Board members saw vocational instruction in progress as clients learned to repair telephone receivers for GTE.

"We also have a program with Magnavox to teach people to make printed circuit boards."

The center provides vocational counseling, evaluation and training and helps place people once they gain necessary job skills.

"The biggest problem many of these people face is a poor self concept. Many have been rejected all their lives. We give them a chance to succeed and help them build self confidence."

The center also provides assistance to people with speech and hearing impairments. United Way dollars account for about 10 percent of the center's budget. The biggest portion of its funds comes from service fees and income from operations.



Nancy Snow (left) and Sue Haslup listen in as supervisor Mary Ellen Hale instructs Brian Bosler in telephone repair at the Anthony Wayne Rehabilitation Center. Nancy, left, is MTO chairman for the Employee Community Services Fund Drive. Sue is chairman for Motor Finance Operation. ECSF contributes to the United Way, which supports agencies such as the center.



100 years young — and 40 years on pension. That's the record of Mary Ference who retired in 1941 from what is now the Lighting Business Group. She's been receiving a GE pension for nearly twice as long as her years of service. She's being congratulated on her 100 years by son-in-law Martin McHugh, a retiree with 37 years of service.

GE retirement income: telling the story through people . . .

The story could be told just by listing dollars spent. For instance, like this:

"Last year (1980) about three quarters of a **billion** GE dollars went to build rewarding retirement lives for GE people . . ."

Rewarding lives
But the real story is told in terms of the people who are leading those

rewarding retirement lives. People like Mary Ference, Joe DiBartolomeo, Charles Blake, and Ira Kellogg, Sr., who retired from right here in Fort Wayne (See related story on this page.).

They are just a few of the more than 80,000 who are on the receiving end of retirement income of GE pension and Social Security.

. . . 100 years young — 40-year pensioner

Mary Ference celebrated her 100th birthday early this year. She's been a GE pensioner for 40 years — that's nearly double her years of service.

A native of Czechoslovakia, she joined GE in Cleveland in 1917 and retired on pension in 1941, long before pension plans were available in most other companies.

Mary Ference's family became a GE family. Her sons worked for GE — one for 40 years. Her daughters were also members of the GE family. Her son-in-law worked for

GE until his retirement after 37 years of service.

Mrs. Ference now has 10 grandchildren, 25 great-grandchildren and six great-great grandchildren.

While she lists her residence now as a nursing home for the elderly, she lives part of the time with a daughter and often goes out to eat in a restaurant — an achievement that few in their second century try to duplicate.

She's doing OK financially. Her daughter points out that both her, GE pension and Social Security have grown over the years.

. . . He's building his neighborhood

Joe DiBartolomeo, a 1977 Schenectady GE retiree, is another who is finding a busy life in retirement. His 45-year GE career began as a messenger. Now he's doing volunteer work for his church, for community and neighborhood develop-

ment groups, and others.

"But my wife and I find time for plenty of trips to Cape Cod, Canada and elsewhere. With GE pension, Social Security, and my Savings and Security Program investments, we're doing fine," he says.

. . . Five new children for this retiree

For Charles Blake, a welder and machinist who retired from the Burlington, Vt., plant earlier this year, retirement has a different meaning.

Blake has opened his own welding business, and even though he had only 14 years of service, he finds his retirement income helps him make a new home for the five children of a friend who died recently. They range

in age from 7 to 15. Blake's own three daughters are grown and married.

His reward? The satisfaction of carrying on for a friend. And, Blake feels he did not have time to fully appreciate his own children when they were young. Having a new family in his retirement is "filling a need for me," he says.

Fort Wayne GE retiree to celebrate century mark, on pension 35 years

Ira Kellogg Sr., known as "Kel" to his old friends at GE in Fort Wayne, will celebrate his 100th birthday Nov. 1 at his home in Wesley Manor Retirement Village, Jacksonville, Fla.

Although his GE career spanned 40 years, Kel has been retired nearly as long as he worked — 35 years.

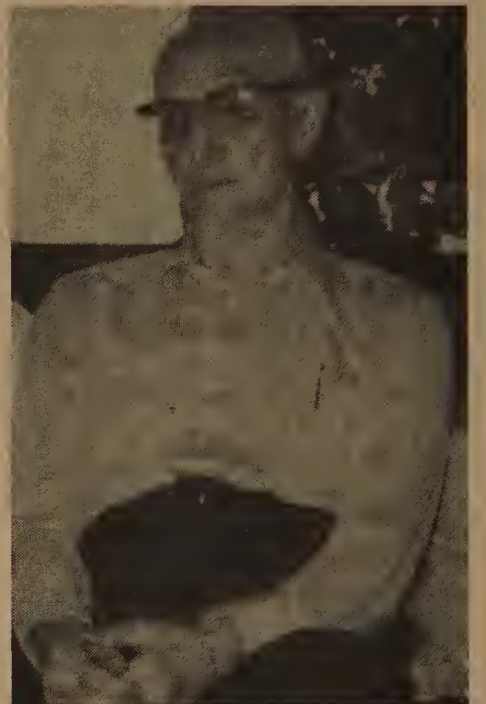
He started with GE as a test engineer in Schenectady, N.Y., in 1907 working for \$10.80 for a 54-hour work week. He was transferred to Fort Wayne in 1925 and worked here for 22 years as head of the DC section, Motor Generator engineering. He retired in 1947 at age 66.

Walks up to a mile every day

Today, Kel has his own apartment in Jacksonville and still leads an active life.

"He walks up to a mile every day for exercise, watches all the televised ball games, reads many books and the daily newspaper, and corresponds regularly with family and friends," says his daughter, Mary Trovinger, who worked at Fort Wayne GE 1936-42.

"He still travels alone by airline to visit his children and grandchildren. After returning from a six-week trip in September, he said, 'I feel better than when I started out.'"



Ira Kellogg Sr. will celebrate his 100th birthday Nov. 1.

Kel's GE pension has stuck by him all these years.

"He has a good GE pension. I know it has been raised a number of times, and his Social Security has gone up, too. Plus he still has savings," his daughter says.

He attributes his long, full life to his inherited good health — his great-great-grandfather fought in the Revolutionary War and lived to be 102 — to a happy marriage, moderate living and lifelong participation in sports and activities.

GE payments to retirement income have climbed two ways

This chart shows how GE contributions to employee retirement income have grown in recent years. In addition, employees make contributions to both GE pensions and Social Security.

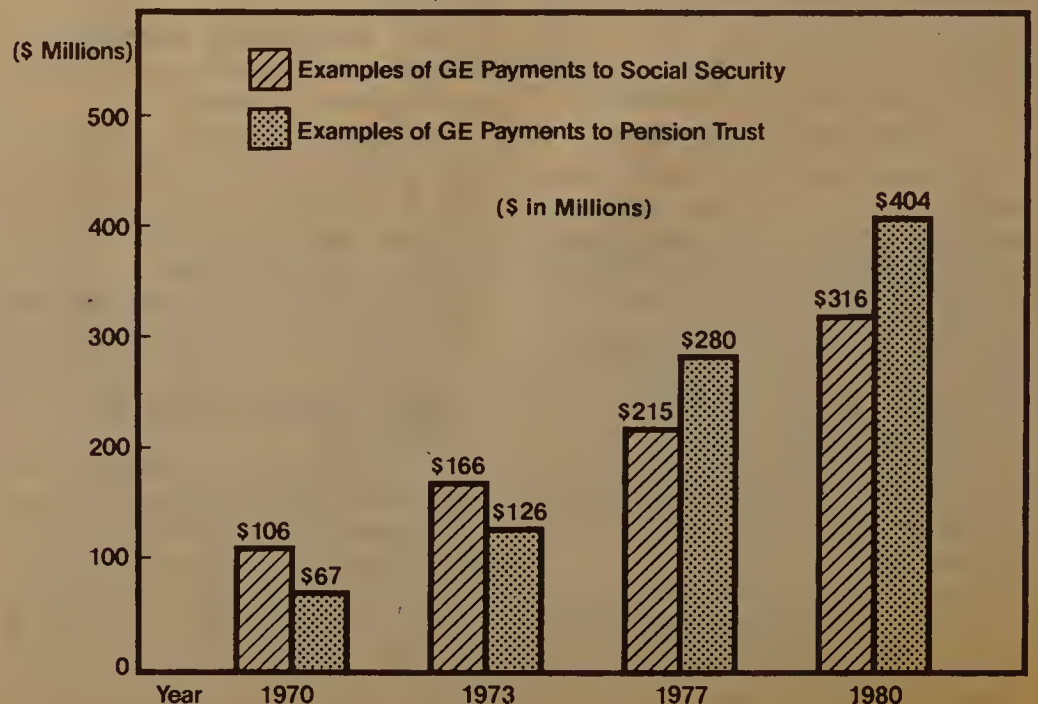
Near \$1 billion mark

In 1980 GE contributions to retirement reached about three-quarters of a **billion**. More than \$404 million was contributed to the GE Pension Trust and \$316 million went to Social Security.

In addition to that total of \$720

million, GE contributed millions more to the operation of the GE Medical Care Plan for Pensioners and the Pensioners Prescription Drug Plan, plus other millions for the portion of the GE Insurance Plan benefits paid to eligible retirees.

The company adopted a pension plan in 1912, long before pension plans were available in most other companies. It has supported Social Security since it went into effect in 1935.



Alley Chat

By Connie Houser

Volkert, Cook capture top billing

Women bowlers at the GE Club continued to set a blistering pace as two bowlers set new season highs. Pat Volkert's 552 series fell to Jeanette Cook of the Friday Nite Ladies who rolled a 601 series. Cook's series consisted of 200, 177, and 224 games. Volkert bounced right back in the Tuesday Afternoon Ladies league for single-game honors with a 260 game. Pat rolled nine strikes

in a row but in the 10th frame fell short on a spare attempt. Had she converted, she had a chance to beat the men's high game of the season, which is a 279 rolled by Dave York. Rumors from the Apparatus League have it that York, a plant protection officer, stood guard over the score table to make sure there were no mistakes when he rolled his great game.

League Wrap-Up

Monday Morning Ladies	Monday Nite Ladies	Small Motor League	Apparatus League
Elsie Oliver (187-182) 570	Diann Williams (213) 534	John Segyde 833	Norm Pape 238
Jane Tomson (191) 528	Bobbie Refeld (202) 531	(215-233)	Steve Scherer 221
Maggie Hunter 514	Vicki Wagner (183) 521	Dick Blair (238) 823	Dave Dyauman 214
(193-197)	Crystal Schneider 210	Ed Fischer (247) 818	
Jo Hoover 194	Vi Francies 186	Willi Doeberman 225	
Virginia Fletchall 190	Pat Walker 183	Larry Beber 224	Junior League
Connie Willis 180	Sue Kline 181	Tom Jones 224	Ed Rondot (248) 808
	Angie Myers 180	Francie Harter 210	Dan Hauschld 808
GE Office League		(15 200-or-better games)	(203-200)
Don Bell (211) 816	Tuesday Afternoon Ladies		
Jim Tracey (214-210) 813	Pat Volkert (260) 523	Friday Nite Taylor St.	Sunday Nite Mixers
Ralph Hill 247	Allene Rogers (211) 500	Jim Weiks, Jr. 218	9/13/81
Dan Lepper 246	Louise Young 180		Mary Kern (182-184) 502
Phil Hill, Jr. 221		Sunday Guys & Dolls	Dick Gick 213
Dave Knepple 212	Senior Citizens - Thurs & Fri.	Bruce Finkhousen 234	9/27/81
Tom Schible 212			Mary Kern (218) 512
(14 200-or-better games)	Earlene Macy (192) 522	His & Hers League	Darrell Treesh 218
	Gertrude Snyder (191) 519		
Hermetic League	Gertrude Wheat 198	Tern Kuntz (207) 515	
Frank Cochran 650	Leoba Schaefer 197	Mary Weiks 188	
(223-212-215)	Lucille Sasser 195	Shelley Welks 187	Ladies Friday Nite
Jim Weiks, Jr. 224	Kate Winter 188	Tom Uhrick 237	Jeanette Cook 601
Ollie Reeves 215	Bill York (239) 606	Jim Weiks, Sr. 219	(200-224)

Remember When Club to meet Oct. 26

The annual get-together of the Remember When Club will be at 6:30 p.m. Monday, Oct. 26, at the Pickle on the Landing. The dinner will cost \$7 including dues, tax and gratuity. The meeting is open to any woman

who worked at GE before Dec. 31, 1950, whether a pensioner, past or present employee. Reservations may be made no later than Oct. 21 with Dorothy Crist, 424-0183, or Elaine Sutter, 745-0261.

Horton heads list of Oct. 1 retirees

Nathan T. Horton, manager of manufacturing programs for SMD, retired Oct. 1 after 33 years of service with GE. Horton started out as a test engineer in 1948 in Schenectady and held numerous marketing and managerial positions during his career. He plans to spend time with his family, travel and play golf.



Nate Horton, SMD, retired Oct. 1.

Other retirees

Other October retirees, who chose not to have their photos in the GE News, include Victoria Walzer, tying machine operator at Hermetic Motor Operation with nine years of service, and Robert Dicke, manager of advanced material systems, GPM Taylor Street, with 38 years of service.

First GE Club bingo slated for Saturday

The first GE Club bingo is scheduled for Saturday, Oct. 10 at 7:30 p.m. Entertainment Committee Chairman Verdayne Parnin and Co-Chairman Mel Franke urge em-

ployees to join in the fun and fellowship of GE employees and their families. Children 12 years and older can play their own card, and admission is free.

In memory

Merritt Hersherberger, 815 High St., died Oct. 3. He worked in respooling and salvaging wire at Taylor Street, GPM, prior to retiring in 1967. Henry Dannecker, 1626 E. Rudisill Blvd., died Oct. 2. He retired in 1964. Eldon Lewis, 452 Frederick St., died Sept. 30. He was a leading operator in Building 6-4, GPM, prior to retiring in January, 1981. Nile Egolf, Churubusco, died Sept. 29. He was a shipper at Taylor Street ACSO before he retired in 1979. William Behm, 653 Archer, died Sept. 24. He was a drill press operator at Taylor Street, GPM, prior to retiring in 1968.

Glennis Adams, 6038 Illinois Road, died Sept. 27. She retired in 1971. Freda Goegleln, Paulding County, Ohio, died Sept. 21. She was a finisher in Building 4-4, SMD, prior to retiring in 1961. Lula (Haw) Olson, 646 Anderson Ave., died Sept. 20. She was a tester at Broadway, GPM, prior to retiring in 1975. Wilma Bischoff, Wolcottville, died Sept. 19. She was a coil winder and injector at Taylor Street, GPM, before she retired in 1970. Audrie Fankhauser, 4805 Greenfield, died Sept. 5. She was a secretary at HMO prior to retiring in 1966.

ADLETS

RIDE WANTED
BLUFFTON K-MART to Taylor St. second shift. 1-219-565-3350.

FOR SALE
TIRES, two H78-15. 493-1431.
REFRIGERATOR, \$35 firm; '68 T-Bird 429, \$165; '47 Cadillac, \$500 firm. 447-5910.
BARK CHUNKS, about half pick-up load, \$15. 1-419-263-2451.
'77 DODGE VAN, 318 motor, best offer over \$2,000. 489-4395.
SNOW TIRES, 2 on Pont. rims, retreads used 1 season, \$35. 489-6752.
JEEP, 73 CJ5, fair cond. with extras. 489-4889.
CHANDELIER, 4-lgt white/gold w-crystal prisms; Desk, fruitwood. 747-2318 after 5 p.m.
POOL TABLE, 4x6 slate top, \$350 or bst. offer. 1-219-636-7750.
'79 HONDA 550, runs good, \$650 or bst. offer. 747-4978.
STONEWARE, 88 pc. set, \$60. 749-2785.
WASHER, Whirlpool, good cond. \$100 or bst. offer. 639-3335.
SCREEN/STORM COMBINATION, alum., 36"x 80". \$25. 485-5598.
'72 CHEV. WAGON, new tires, good runner, \$400. 424-7218.
PORTABLE HEATER, 90,000 BTU, new, \$250. 747-2913.
GARAGE SALE, 1502 Gardendale Ave., Oct 10-11, 9 a.m.-6 p.m.
GAS DRYER, Sears' Kenmore, white, ex. cond. 2 yrs. old. 447-5041.
SEWING MACHINE, Singer console zigzag, oak, \$175. 432-8434.
CAMPER, 15', loaded, super cond., \$1200 firm. 483-0817.
'69 OLDS Delta 88, 95,000 mi, new trans & muffler. 432-5091.

SNOW TIRES, two GR-78-15. 424-6194.
FIREWOOD, all hardwood well dried, full loads only to South end of town. 622-7107.
POWER MOWER, 20" used 3 times, 1/2 price, moved. 744-3807.
PUNCHING BAG w/mounting; pedal exerciser, bst. offer. 483-6625.
WURLITZER ORGAN, synthesizer, recorder-player. 484-5417.
WHEAT STRAW, clean, 85¢ per bale. 1-219-925-2708.
TYPEWRITER, Royal delx, std., man., ex. cond., \$145, Gas range, apt sz., \$50. 747-3871.
BEDROOM SUITE, 3 pc., \$200 or bst. offer; Queen sz. headboard, Kroehler. 493-2378.
DINETTE SET, dark wood, formica top, \$50. 447-2026.
HEARTHSTOVE, wood burning 22", 1 yr old. 1-219-638-4840.
WINTER JACKET, boys sz. 14; Suit, 3 pc. blue br. denim, sz 16-slim. 749-5375.
OIL FURNACE, fuel tank, fuel oil; four 14" Cragger rims, \$60. 447-7863.
BICYCLE, 26" 10-speed. 446-4462.
CARPET w/pad, gold, good cond., 11x15', \$25; King-sz bedsprad, \$25. 485-0174.
'78 CHEVY PICK-UP, 1/2 ton, 4-wh drive, 4" lifts, \$3500. 1-657-5227.
MOTOR, rebuilt Century 1/4 hp, 1725 RPM, \$20. 749-8172.
WINDOWS, 3-track (7); 1 storm door, all aluminum. 485-0145.
SOFA, 89" long, ex. cond., \$250. 745-7319.
ANTIQUE BOTTLES, early 1900's, wide assortment. 639-6543.
WOOD STOVE, cast iron, Franklin Majic Heat, \$125. 1-636-2918.
ORGAN, Seeburg, 2 keyboard, \$500. 422-8873.
CARPET w/pad, lvg room and hall, good cond., bst. offer. 485-3696.
SOFA, 90" 4-cushion, very gd. cond., \$100. 485-8431.
'77 FIREBIRD, Auto, PS, PB, air, AM-FM, 33,000 mi. 747-5461.
'71 PONTIAC, air, pwr, new exhaust, bat, tires, \$495. 485-8763.
DRESSES, sz. 7 petite, \$5 ea., Washer-Dryer (stacked), Frigidaire, 2 yrs. old. 747-4304.

FIREPLACE SCREEN, 45"x28", ex. cond.; \$10, heavy duty. 485-7756.
CONN CLARINET; desk, \$10; gerbil/ham. cage, \$5. 456-1675.
'71, 18' BOX CAMPER, fold-down, gas furn., elect refig, 3-brnr stove, dbl sink, tandem axle. 1-726-8268.

FREE
KITTENS. 622-7107.
KITTENS. 432-6203.
FIREPLACE EQUIPMENT, black screen & stand. 432-3305.

FOR RENT
APARTMENT SW, 5 rms, shag cpt, bsmt laundry, appl., \$180. 747-0241.
STORAGE SPACE for boats, cars, campers; dry & clean. 1-636-7264.
HOUSE, 6 rms, 3 bdrms, full bsmt, garage, gas heat. 474-5605.

WANTED
LIONEL/American Flyer trains — any cond. 1-724-8011.
SNOWMOBILE SUITS, men's S-M-L; used refig. & stoves. 489-4606.
CERAMIC KILN. 637-3279.
WEAVER to weave rag rugs. 1-219-357-5693.
CHAIN LINK FENCE, 6' high. 446-7284.
REFRIGERATOR, portable, reas. 432-5648.

SERVICE
SEAMLESS GUTTERS and alum. siding; window covers, many colors. 627-2429.
SPRAYED/TEXTURED CEILINGS; dry wall. 456-3848.
BABYSIT, days, 1 blk from Luth. Hops., nice family home. 745-2764.
SIDING, 8 yrs. exp., top qual., lowest price. 489-9612.
PLUMBING REPAIRS, low rates. 744-5632.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale *

☐ Wanted

☐ For Rent *

☐ Free

☐ Ride Wanted

☐ Riders Wanted

☐ Lost

☐ Found

☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Why housing affects some motor businesses

There are 20 to 30 motors in a house — how many can you name?

Why is housing so important to certain GE motor operations?

"In a typical U.S. house, there are 20 to 30 motors doing such things as raising a garage door or running the furnace," notes Frank Rutkowski of the Components Sales Department.

"Sales of many of those motors are tied to new home construction. Nearly every new house has to have a furnace, for instance," he said. "Our motor departments also sell 'replacement' motors, but these sales do not depend directly on new home construction.

"Still other motors you may find in your home are not tied heavily to new home construction. These would include room air conditioners, for instance, and add-on heat pumps," Rutkowski said. Sales of these motors can go up even when new construction is down.

How many can you name?

The drawing at right shows 14 different motor applications of motors whose sales are directly affected by new home construction. How many can you identify?

Check your knowledge against the following list of motor applications shown in the drawing:

1 — garage door opener motor made at SMD, Tell City.

2 — attic ventilator fan motor made at GPM, Decatur, or at SMD, Taylor Street or Springfield.

3 — whole house fan motor made by SMD at Taylor Street or Springfield and by GPM, Linton.

4 — bathroom exhaust fan motor, SMD, Jonesboro.

5 — ceiling fan motor made by SMD at Taylor Street or Springfield.

6 — refrigerator frost-free fan and condenser fan motors made by SMD, Jonesboro, and compressor motor by HMD, Tiffin, Ohio.

7 — disposal motor made by SMD, Tell City.

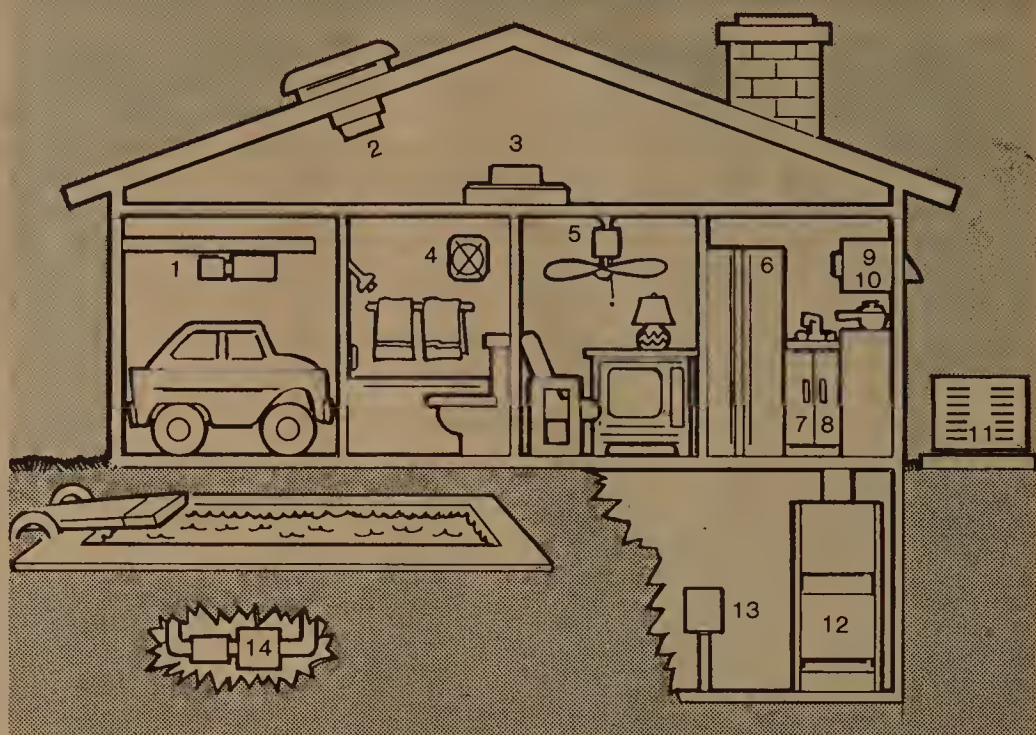
8 — dishwasher motor, made by SMD, Tell City.

9 — range vent motor, made by SMD, Jonesboro.

10 — microwave motor, made by SMD, Jonesboro.

11 — central air conditioning unit or heat pump with fan motor made by SMD, Taylor Street or Springfield, and compressor motor made at HMD, Broadway, Holland, Mich., or Scottsville, Ky.

12 — furnace blower motor made



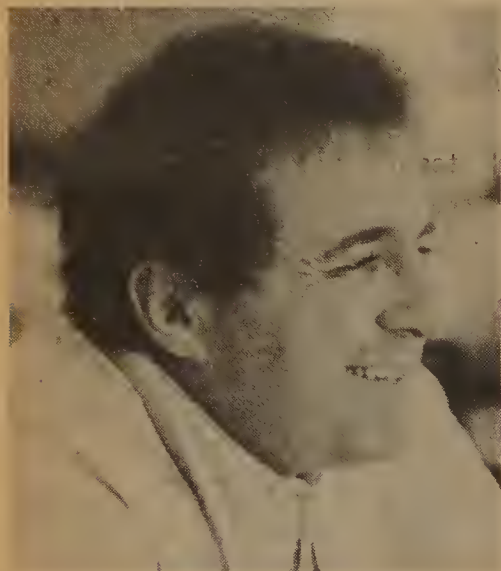
In this drawing are 14 motor applications tied to new home construction. How many can you identify? Check your answers with the story at left. (Art by T.C. Schlie)

at SMD, Taylor Street and Springfield, or at GPM, Decatur and Linton.

13 — sump pump motor made by

GPM, Linton, or SMD, Tell City.

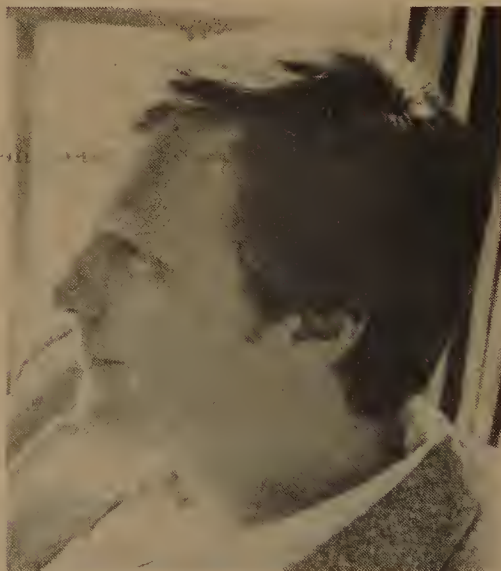
14 — swimming pool filter pump, made at GPM Taylor Street and Decatur.



E. McArdle, Trane



Ed Schaefer Jr., Liebert



K. Lindtveit, Motors & Armatures

'We're very strict about quality'

What our customers are saying about us

Who's buying our motors and why?

To find out, the GE News interviewed three of the many customer representatives attending the Advanced Industrial Management Seminar in Fort Wayne the last two weeks. The seminar is sponsored by the Components Sales Department.

Seek competitive edge

Here is what the managers from Trane, Motors and Armatures, and Liebert had to say:

E.M. McArdle, purchasing manager for Trane Co. in Scranton, Pa., said, "High interest rates have forced our customers to keep their inventories very low. They depend on us to supply them with quality equipment on short notice. In turn, we've asked our suppliers to do the same for us. We've worked with quality suppliers, like GE, to help give us an edge on our competition.

"We can't afford to shut down a line because a delivery is late or because the motors we order don't meet our high quality standards. We'd rather dismiss a vendor than put up with bad quality!"

Trane buys motors made by SMD and GPM.

Kirby Lindtveit, marketing manager for Motors and Armatures in Hauppauge, N.Y., said quality and price are the most important things they look for in a supplier. His company sells to heating and air conditioning wholesalers serving the replacement market.

"When money is tight, as it is now, people are not building new homes. They'd rather repair or replace what they have. That's why our business has been strong the last two years. We don't see the wide market fluctuations other businesses see.

"We have to offer our customers the highest quality motor we can at a price that's economical." Motors and Armatures buys motors made at SMD, Taylor Street.

Reliable motors that have long life are what Liebert Corp., Columbus, Ohio, looks for. Ed Schaefer, Jr., manager of the Special Products Division, noted that the cooling systems Liebert makes for computers must be dependable.

Strict about quality

"If we buy a motor from GE and it fails, our cooling unit goes down and the customer's computer goes down. Our customers rely heavily on their computers, and downtime is extremely expensive. That's why we're very strict about letting only top quality products come in our doors.

Liebert buys motors from GPM in Fort Wayne and SMD.

Retires moving south: Don't forget to write

Moving South for the Winter?

If you want your copies of the GE News to go along with you, please send your change of address notification to Mail, Inc., 1050 S. Anthony Blvd., Fort Wayne, IN 46803.

Enclose your current address and ZIP code as well as the new address you want your GE News mailed to.

SPECIAL NOTICE:

10% discount on
all new housewares and
audio products
Oct. 12-Nov. 30

GE ELECTRONIC DIGITAL SCALE
(EDS-1)

• Compact,
contemporary scale.
Easy-to-read digital
display. Weighs 25-300
pounds electronically.
Battery operated.



GE LIGHTED MAKE-UP MIRROR (IM-1)



• Four separate lighting
moods simulate day, office,
home or evening light
conditions. Dual swivel
mirrors - regular or
magnified.



Your Employee Store
1030 Swinney 10-5:30 weekdays

Motor markets weaken; trends 'mixed' at Transformer

The GE motor businesses have "performed reasonably well as a whole" the first nine months of 1981, says John Fink, manager of finance for the Motor Business Group. However, the Fort Wayne portion operated below par.

"Keep in mind that GE's corporate earnings of about 6 cents on the sales dollar reflect the results of many diverse businesses. Some are doing quite well. Others not so well. So far this year, our results for the motor businesses have been in the GE average area," Fink adds.

But for the foreseeable future, Fink states that there are weaknesses in the markets served by the motor businesses.

"Tight money, continued high in-

terest rates and the sluggish housing market have hurt the consumer markets. GE's appliance businesses in Louisville, for instance, have announced major layoffs for the fourth quarter. Much of our motor sales are tied to consumer markets as well, and we are now seeing the effects of that weakness in consumer markets in our businesses."

Fink says there are signs that business could pick up somewhat in the latter half of 1982, but the outlook is for continued high interest rates and no real strength in housing. Therefore, 1982 will not be a high growth year.

Investments to continue

"Still, the motor departments will

continue to make major investments to improve productivity," Fink adds.

"In order to cope with competitors located offshore and in low cost areas of the U.S., we must continue to spend a large share of our profit dollars for productivity. Such productivity improvements are necessary for us to stay competitive."

"There was no significant change in the specialty transformer market in the third quarter," says Don Kearns, manager of operational planning at STD.

"Continuing strength in construction of office and commercial buildings and in production of industrial equipment, in which transformers are used, offset weakness in the ma-

chine tool industry. Our market reflects the mood of the entire economy — in a stagnant condition awaiting the hoped for stimulus from higher individual savings and lower interest rates reflecting in capital investment.

Kearns says Specialty Transformer is in good shape to take advantage of the forecast gradual increase in markets in 1982.

"In the meantime, the fourth quarter that we are now in still is experiencing mixed trends among our product lines, some of which have stronger order backlogs than others. We are still operating in a market that requires short-term adjustments to react to fluctuating conditions."

General Electric News

OCTOBER 16, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 38

GE 3rd quarter results reported

Despite "uncertain near-term outlook", long-term investment programs continue

"We are pleased with our third quarter operating performance during a period of generally soft business activity," General Electric Chairman John F. Welch said in reporting the company's financial results for the third quarter.

"Despite an increasingly uncertain near-term outlook for many segments of the economy, General Electric's capital spending and growth program expenditure levels are continuing as planned to further strengthen the company's long-term position."

Emphasis on cost cutting

He added that emphasis will continue on reducing costs and improving productivity throughout the company.

General Electric sales in the third

quarter of 1981 were \$6.64 billion, compared with \$5.96 billion in the comparable quarter of 1980, Welch said.

General Electric's earnings were \$405 million in the third quarter of 1981. This compared with the \$358 million reported for the third quarter of 1980. The earnings rate in the third quarter was 6.1 cents on each sales dollar.

Sales in the first nine months of 1981 were \$19.68 billion, compared with sales of \$18.04 billion for the 1980 period.

Earnings for the first nine months of 1981 were \$1.2 billion. Earnings for the first nine months of 1980 were \$1.103 billion. During the first nine months of 1981 earnings were at a rate of 6.1 cents on each sales dollar, the same as in 1980.

SMD to lay off 100 employees Oct. 30

Because of reduced orders for motors, Specialty Motor Department will lay off indefinitely about 100 production employees at Section 15, Taylor Street, after the close of work Oct. 30.

Also, SMD has scheduled additional shutdown and lack-of-work days.

"Our customers are notifying us almost daily of additional line rate reductions and shutdowns at their plants to reduce inventories," said Otis Price, plant manager.

The production schedule for the rest of the year includes the following actions:

- Reduced line rates after Oct. 30

in conjunction with the layoff of 100 persons already mentioned.

- Production shutdowns the week of Thanksgiving, Nov. 23-25, the week of Christmas, Dec. 21-23, and the week of New Year's, Dec. 28-31.

- Lack-of-work days, Nov. 13, 16.

As reported in last week's GE News, about 200 production employees will be laid off temporarily next week at Section 15.

SMD is feeling the effects of the economic slump and the decline in housing construction in nearly all markets served by the Taylor Street plant. This includes customers in heating and air conditioning, ceiling fans and room air conditioners.

United Way Campaign ends, but it's not too late to pledge

The Employee Community Services Fund campaign for the United Way ended this week, but it's never too late to pledge.

If you wish to increase your payroll deduction and were not contacted, you may do so by filling out a new card in your employee relations office. During the campaign many Fort Wayne GE employees saw firsthand where some of their contributions are going.

MTO visits agencies

A bus load of Motor Technology Operation employees toured two United Way agencies last week, The Allen County Society for Crippled Children and Adults and the Rescue Mission.

Kathy Harmon, Wire Mill, had this to say about the visit.

"Seeing what they accomplish at the Society for Crippled Children and Adults and the enthusiasm of the small children is really heartening. I know someone who has a handicap, so it meant a lot to see progress being made.

Kathy also visited the Rescue Mission with the MTO tour group and was pleasantly surprised.

'Not what I expected'

"It wasn't what I expected at all. The building is spacious, very up-to-date and super clean. I think Rev. Fink is doing a terrific job. It made you want to contribute. Also, I did not realize you could donate clothing to help the Rescue Mission.



MTO employees tour the Rescue Mission to see how one United Way agency serves the community.

Gary Anderson, Building 19-4, said the tour made him "feel better about where my contributions go."

He said he was surprised to find out that handicapped children were being prepared to attend normal classrooms. "The earlier they get into a normal lifestyle, the better it is for them in the long run," he said.

Your Pay

GE pay, plus improved benefits help combat inflation

How does GE pay compare? How well have GE pay and benefits helped employees keep pace with inflation? Tom Callant, manager of compensation, answers these questions in the following interview with the GE News:

GE NEWS: How does pay compare to the pay received by employees at other manufacturing companies in the Fort Wayne area?

CALLANT: We don't get any overall Fort Wayne area earnings data, but I think it's safe to assume that our total pay and benefits package is among the best.

Of course, we don't match the automotive pay rates. We simply couldn't be competitive in the marketplace for our electric motors at those rates.

We do get some statewide data from the Indiana Employment Security Division. For July, their data showed gross average hourly earnings, including overtime premiums and night shift bonuses, at \$9.37 for all manufacturing and \$9.34 for electrical equipment manufacturing.

Fort Wayne GE's average gross pay, including premiums and bonuses, in July was \$9.85.

\$1.60 above U.S. average

Nationally, our Fort Wayne earnings are about \$1.60 per hour above the average for the electrical and electronic equipment industry. This national data includes most of our competitors who are located in lower paying areas of the country.

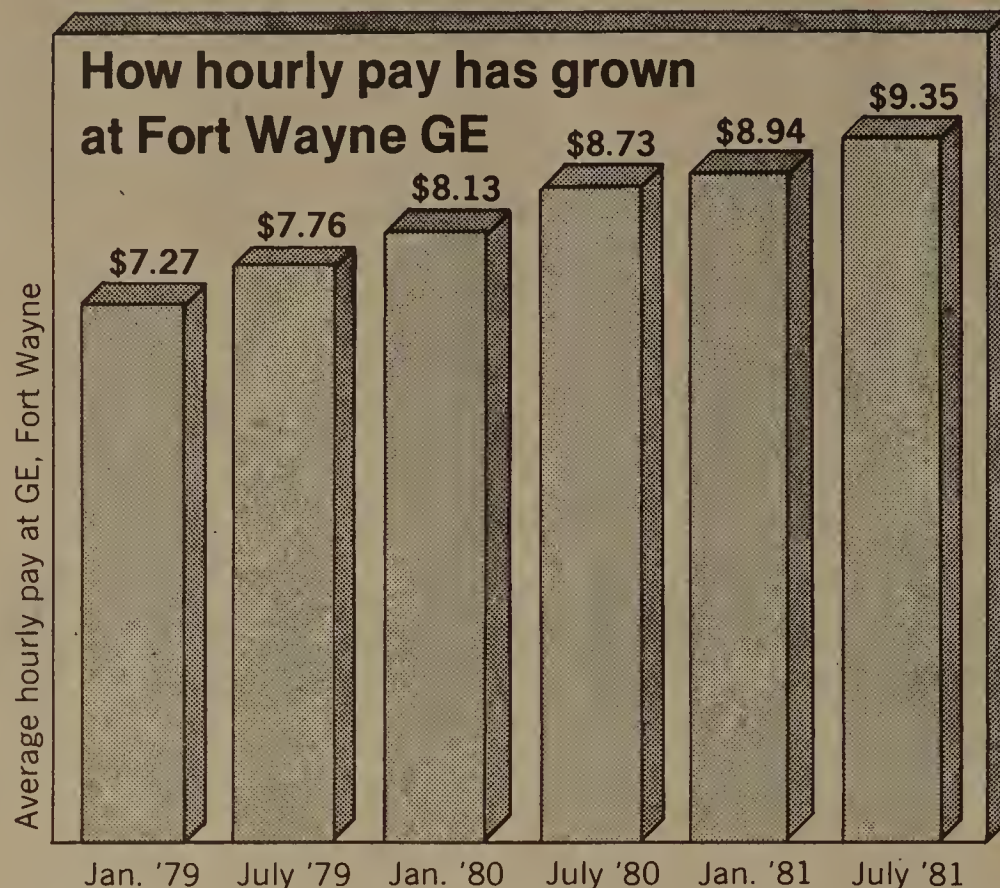
* * *

GE NEWS: How does GE pay compare to wages paid by our competitors in the motor business?

CALLANT: Some of our biggest competitors are in Southern locations where wages are significantly below Fort Wayne levels. For example, Emerson has a number of Southern plants with wage levels of \$6.25 to \$7.25 per hour compared to our straight time average (without overtime premiums and shift bonuses) of \$9.35 per hour. A. O. Smith is in the same range, and there are others.

* * *

GE NEWS: How well have GE cost-of-living raises helped employees keep pace with inflation in recent years?



This chart shows how straight-time average hourly pay, excluding overtime premiums and night-shift bonuses, has grown since January 1979 as a result of negotiated wage and cost-of-living increases. (Art by T.C. Schlie)

CALLANT: In these times of high inflation, very few people really keep up with inflation as measured by the government's Consumer Price Index. However, the improved cost-of-living adjustment (COLA) negotiated with the unions in the current contract has certainly been a great help.

So far in the 1979-1982 contract, cost-of-living increases have totaled \$1.11 per hour, and I'd guess there will be another 25 cents or so by year end. This is in addition to the 82.5 cents in general increases.

Benefits provide inflation protection

In addition to pay increases, there is inflation protection in the GE benefits package. For example, medical costs have risen significantly faster than the CPI as a whole. But GE employees have been sheltered from inflation in this area, because we still pay only \$1.92 a week for dependent medical coverage. There is further protection in the \$1,000 ceiling on deductible and co-payments that was added to the medical plan in 1980.

A number of the benefit plans automatically increase in value as pay increases. These include life insurance, pay for sick and personal days, company contributions to

your Savings and Security Plan account, Long Term Disability Income Plan and the GE Pension Plan.

Employee pension cost drops \$72

Speaking of the Pension Plan, the 1979 contract introduced an improved formula to provide a larger pension benefit. The company now pays the full cost of benefits based on the first \$9,000 of your annual pay, instead of the first \$6,600. This has reduced the cost to each employee by \$72 per year.

In 1980, GE contributed \$4.70 for every \$1 contributed by employees to the Pension Trust.

A significant added benefit in the last year has been the Dental Assistance Plan — at no cost to employees. In the first year of the plan, Fort Wayne GE employees saved an average of \$180 on dental claims as a result of this new benefit.

A point that is often overlooked is the fact that all of these benefit improvements come to us tax-free — another help in offsetting the effects of inflation.

What's your CPI?

It's important to note, too, that there has been much controversy in government and in the public press over just what the Consumer Price Index (CPI) measures. The key factor that has come up for criticism is the undue weight given to housing costs in the "market basket" of goods and services used to measure CPI. Housing costs have been greatly inflated by rising prices and rising mortgage interest rates.

For people who have not bought a house recently, this housing factor tends to make inflation, as measured by the CPI, seem larger than it actually is. A person's own infla-

tion rate may vary significantly from the CPI.

* * *

GE NEWS: Our total compensation is a mixture of pay and benefits. How has the proportion of benefits to total compensation changed?

CALLANT: Certainly the term "fringe benefits" no longer applies. Benefits are truly a major part of the total compensation package for GE employees.

This is true for several reasons. For one thing, there is more pay for time not worked than just a few years ago. This includes longer vacations, more holidays and more sick and personal days.

Employees used to contribute to the cost of their personal life and medical insurance, but these benefits are now company-paid. We employees still pay \$100 per year for dependent medical coverage, which means the company has covered all of the inflation in the cost of this benefit.

As I mentioned earlier, the company has increased the share it contributes to employee pensions, and the employee does not begin to contribute until his or her annual pay reaches \$9,000.

And again, the Dental Assistance Plan has been added at a cost of about \$1 million so far to Fort Wayne GE operations in the plan's first year.

More than just a paycheck

I think it is clear from these examples that the ratio of benefits to total compensation has increased significantly. There's a lot more to GE compensation than the paycheck we receive at the end of each pay period.



Tom Callant, manager of compensation, says, "There's a lot more to GE compensation than your paycheck shows."

'In addition to pay increases, there is inflation protection in the GE benefits package . . . A point that is often overlooked is the fact that all of those benefit improvements come to us tax-free.'

Alley Chat By Connie Houser

Junior bowler scorches lanes with 246

Ed Rondot, son of Robert Rondot, GPM, Taylor Street, recently set a GE Club record for Junior League bowlers by rolling a 246. The 14-year-old eighth grader duplicated

the score the following week and has since bowled a 277 in another league. This kid's for real! He bowled series totals of 620 and 608 in recent weeks.

League Wrap-Up

Monday Morning Ladies		Apparatus League		Senior League (Thurs & Fri)		Junior League	
Virginie Fletcher	578	Norm Pape	228	Kete Winter	191	Ed Rondot (248)	820
(205-226)		Ken Rogers	222	Lucille Sasser	190		
Maggie Hunter	502	Dan Graham	214	Louise Roberts	187		
Emma Peterson	182	Don Hoffman	214	Mee Dial	181		
				Zeno Fox	223		
GE Office League		Guya & Dolla League		Hermetic League		Wednesday Owl League	
John Hunnicutt	256	9/20/81		Frank Cochren	641	Jay Miller (285)	619
Henry Helberg	233	Delores Schwartz	503	(223-214)		Terry Dorman	812
Phli Hill, Jr.	225	(189)		Mark Gunkle	220	(214-220)	
Dave Locker	212	Maxine Bade	193	Oille Reeves	210	Howard Eastes	248
Jerry Koehl	211	Karen Koontz	180	Ralph Thomas	210	John Stark	239
Steve Scherer	210	Ted Richardson	228				
(11 200-or-better games)		Roy Marcum	222				
		Walt Nielsen	211				
		10/4/81		Small Motor League			
Monday Nite Ladies		Karen Koontz	192	Wayne Nash	813		
Shirley Bohner	552	Lisa Gonzales	191	Gil Baker (240)	811		
(193-180)		Maxine Tennant	180	Greg Wiley	611		
Edna Armstrong	197	Wayne Snider	247	Larry Franck	234		
Angle Myers	197	Rick Gonzales	221	Harold Somers	232		
Vicki Wegner	191	Marc Gnbler	219	Dick Colpetzer	222		
		Tom Schwartz	213	Frencie Harter	215		
				Todd Keller	214		
				Jim O'Bryen	210		
				Deen Crum	210		
				(Elmer Asbell converted 4-8-7-9-10 split)			

10 employees 'POP' for jobs

Ten Fort Wayne GE employees recently moved to new jobs through the GE Promotional Opportunity Program, also known as POP. They are:

Lisa Ramsey, financial analyst, STD, Job No. 81-141; Daniel Holloway, buyer, STD, Job No. 81-145; Don Jacobs, numerical control programmer, MTO, Job No. 81-147. Greg Postel and Clarence Edwards, shift supervisors of computer operation, Motor Business Group

Finance, Job No. 81-133; Barb Kraft, key entry operator, Motor Business Group Finance, Job No. 81-136.

Cynthia Davis, general clerk and keypunch, Motor Business Group Finance, Job No. 81-138; Michael Evard, designer, MTO, Job No. 81-139; Cinda Dovdt, secretary, STBD, Job No. 81-140; Barb Franke, insurance clerk of claim processing, Motor Business Group Finance, Job No. 81-143.



Winner of the 1981, GE Club championship playoff was the team of Don Vires, Building 6-2; Bill Sutton, Section 14, GPM; Don Shafer, Building 8-2; and Dick Nelson, Section 15, SMD. At right is league manager Terry Dorman of plant protection. The team represented the Thursday Brookwood Golf League (Taylor Street-Owl). The playoff was at the Lake James Country Club.

Basketball deadline set

Oct. 21 is the deadline for teams wishing to participate in the GE Club Men's Basketball League. An entry fee of \$150 per team must be paid by this date before any team will be entered into the league. Call Ext. 2042 for information.

In memory

Milford Toney, 1509 Airline Drive, died Oct. 7. He was a machine builder in Building 19-3 prior to retiring in 1971. Frederick R. Bishop, 2914 Curdes Ave., died Sept. 15. He was a grinder at SMD, Broadway, before he retired in 1973.

Golf results posted

The team of Bill Sutton, Don Vires, Steve McBride and Lynn Bradtmueller won the annual GE Fall Golf Tournament, a Florida Scramble event at the Riverbend Golf Club recently.

They won the event with a 12-under-par 60. Second, via the back-up system, was the team of Lyle Johns, John Thurber, Larry Phillips, and Kerry Doepke with a 63.

ADLETS

FOR SALE

WOOD LATHE, 3', \$125. 747-4986.
HIDE-A-BED, full-sz, 2 mos. old, nvr used, paid \$387, sell for \$175. 1-856-4440.
VAN SEATS: 1 pr. swvl cap'n style, red & bwn; 1 pr adjstbl, cream. 489-9168.
RADIAL TIRES, like new, P165/80-13, Sears. 484-6523.
DRAPERIES, open weave, 92"x82"; rod, 53"x 96", like new. 432-8644.
KING-SIZE WATERBED w-stereo & lights. 489-4860.
13" CRAGERS, 4; 2, B50x13 tires, nvr on car, aft 6 p.m. 639-3119.
STEREO CONSOLE, Fr. Prov., AM-FM. 745-9271.
MEN'S FIGURE ICE SKATES, sz. 9; alum storm wndws. 422-0270.
GAS RANGE, Tappan, wht, good, reas. 432-3892.
25" TV CONSOLE, color, ex. cond., aft 6 p.m., \$125. 749-2566.
SNOW TIRE; 'Vette tire; 300 gal. fuel tank; Nubian goats. 625-3188.
WASHER, Maytag, wht, good cond. 639-3142.
YARD SALE, Oct. 16 & 17, 1905 Spring St.
GARAGE SALE, Oct. 17 & 18, 3932 Oliver, 12-5 p.m.
'69 VW, engine overhauled, new brakes & whlbgs, clutch, etc., \$850. 672-3325.
SNOW TIRE, 1, E78-14. 424-6826.
OVERHEAD GARAGE DOOR, 6'7"x9', used; 12" hardboard siding, reas. 484-1953.
WHEEL HORSE 8 HP MOWER, snow blower & blade, \$800. 483-4396.
BRASS FIREPLACE SCREEN, 38"x26", andirons, & tool set. 447-9761.
GOODYEAR TIRES, 2, FR78x15, \$25; 2 radios w-ch 9 CB, \$20. 747-5902.
EXERCISE BIKE, good cond., Vita Master. 422-4048.

'79 KAWASAKI 400 LTD, 4,500 miles, 60 MPG, road pegs, sissy bar, \$1,250 firm. 747-7950.
LADIES' CLOTHING: summer & winter dresses, coats, Health Spot shoes, sz. 9½B-9½C. 483-0982.
RADIAL TIRES, 4, Michelin, HR78-15, fair tread, \$50, aft. 5 p.m. 424-2343.
WALL OVEN, Tappan, used one year, \$35. 424-0510.
COFFEE TABLE & bachelor's chest, maple. 447-4606.
TABLE SAW; radial arm saw; Wheel Horse mower, plow. 489-4246.
'78 GE DISHWASHER, like new, prtbl, used 6 times, \$200. 489-3788.
ALTERNATOR, 1800 W, good, \$200. 744-0513.
10 LB BOWLING BALL, Ebonite, \$10. 485-4700.
VW SNOW TIRES, tires, rims, 2 each, all for \$50. 747-2913.
BOYS' CORD PANTS & LEVIS, szs 14 & 16 slim; shirts, sz. 14, like new, very reas. 447-1157.
20" SCHWINN BIKE, girl's, \$25; twin bed, \$15. 1-897-2322.
AIGNER SHOULDER HANDBAG, ex. cond., \$45. 747-0885.
OLDS 88 SPORT WHEELS, 15", fits '78 & up, \$30 each. 1-547-4206.
'77 FIREBIRD, auto, PS, PB, air, 33,000 miles. 747-5461.
CRAFT BAZAAR, St. Joe Twp Fire Hall, Oct. 23, 9-7; Oct. 24, 9-4, Christmas crafts.
AKC SCHNAUZER MALE, 1 yr., salt & pep, hsebkn; finches. 484-0107.
'79 CHEV 4x4, 3/4 ton, cap, dual tanks. 493-3018.
'69 OLDS, runs good, new batt, rebuilt trans 5,000 miles ago. 432-5091.
'73 PONTIAC GRAND SAFARI WAGON, runs good, \$250. 657-5952.
'77 CHEV BLAZER w-blade, 2 sets tires. 745-9942.
LOT & AIRSTREAM TRAILER, Yuma Az. 482-2457.

24" COLOR TV CONSOLE, wood cabinet, \$50. 672-3461.
GE ROOM HEATER, \$10; GE mixer, 2 bowls, access., \$20. 432-2853.
WANTED
USED TRUCK CAMPER JACK, reas. 749-2417.
TOY LEGOS, small size. 639-6462.
LIONEL & American Flyer trains, any cond. 1-724-8011.
BLUE PINT JARS, 10, w-glass lids & wire holders. 747-4767.
ALUMINUM FISHING SEMI V BOAT, 12' or 14', & good motor. 483-0754.
BABYSITTER, my home, 1-4 p.m., 1 day/wk, Indian Village, baby 5 mos. old. 747-1040.

TREES TO CUT for own use. 489-5670.

SERVICE

GUTTERS CLEANED, 1 story, aft 3 p.m. 485-2819.
GARDENS & LAWNS TILLED. 422-6997.
BABYSIT, days, 1 blk from Lutheran Hospital. 745-2764.
SIDING, 8 yrs. exp., top quality, guaranteed lowest prices. 489-9612.

FOR RENT

FIVE ROOM APT., lower, carpet, appl, redeco., no pets, near GE. 747-0241.
WAYNE DALE, 4 rooms, lower, carpet, garage, util, sr. citizens pref. 747-9551.

*ADLETS

GE NEWS BLDG. 18-3
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INDICATE TYPE OF AD HERE:

- ☐ For Sale * ☐ Ride Wanted
- ☐ Wanted ☐ Riders Wanted
- ☐ For Rent * ☐ Lost
- ☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



The color guard opens one of two business meetings at the Midwest Women's Clubs Convention.



Virginia Dahlin and Clydie Kelso join hands during some musical entertainment.

Elex — a photo finish

A total of 670 women attended the second largest Midwest Women's Clubs Convention in 33 years last weekend in Indianapolis. The women played together, prayed together, sang and laughed together for three days at the Sheraton West Hotel. Thirteen GE locations were represented and 43 top managers also attended, a new record.

The clubs reported on their service activities throughout the year, but it was clear the main purpose was to enjoy the dancing, entertainment and each other.

In the words of former Elex Adviser Roqua Shideler: "All the darkness in the world cannot put out this one small candle of golden memories."



A convention mood prevails during the theme event, a pine-wood derby "Indy 500" car race.



Fran Kuzeff acts as a race official.

Offer can save employees up to \$210 on microwave ovens

For the first time, General Electric employees can purchase GE and Hotpoint microwave ovens for gifts to immediate family members as well as for personal use.

Through November only

During October and November only, employees can purchase up to three microwave ovens and receive double employee discounts and cash rebates that can push savings as high as \$210 on each oven purchased.

The eligible models and limited-time methods offered are shown below:

Models — GE JET130A & Hotpoint RE952Y (Countertop):

Regular employee discount	\$ 75
Bonus discount	\$ 75
Cash rebate	\$ 30
Total savings	\$180

Models — GE JVM62 (Spacemaker)™ & Hotpoint RVM54 (Counter Saver)™:

Regular employee discount	\$ 80
Bonus discount	\$ 80
Cash rebate	\$ 50
Total savings	\$210

"This limited-time offer combines

two firsts," a Major Appliance Business Group spokesman noted. "The employee discount is the largest ever offered on these products and for the first time employees will be able to purchase any of the models as gifts."

The offer applies to retail purchases of the microwave ovens listed above for personal use or as a gift for the employee's spouse, children, parents, grandparents, brothers or sisters. The same relatives of an employee's spouse are also eligible to receive the ovens as a gift.

Employees will receive their employee discount checks in the usual manner from payroll. The mail-in cash rebate certificates will be supplied by the dealer where the oven is purchased.

The special offer expires Nov. 30, and ovens purchased after that date will be subject to the provisions of the Employee Product Purchase Plan which allows purchase of one unit each 36 months for personal use only.

Elex November calendar

- 2 - Partizan Chapter Board, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.
- 3 - Reservation deadline for Nov. 9 supper program at GE Club auditorium.
- 4 - Second Shift Elex Executive Board, 1 p.m., Bldg. 17-3 conference room.
- 4 - Macrame class, 7 p.m., Bldg. 18-1 conference room.
- 5 - Pen-El Chapter Board, 11:30 a.m., Alpine Restaurant, 4805 Lima Road.
- 9 - Elex supper program by 'Masquers of the Shrine', GE Club auditorium. Supper from 5 to 5:45 p.m., tickets \$5.25. Menu: stuffed pork chop, baked potato, broccoli, perfection salad, pie, rolls and beverage.
- 11 - Pen-El Chapter, 11:30 a.m., Bethany Presbyterian Church, 1616 W. Main St.
- 12 - Reservation deadline for Nov. 19 luncheon program at Lester's Party Room.
- 14 - One day trip to Fairlane Town Center, Dearborn, Mich. Members tickets \$14, guests \$15.
- 16 - Executive Committee of Elex officers, 4:45 p.m., Bldg. 18-3 conference room.
- 17 - Partizan Chapter Anniversary Tea, 12:30 p.m., First Wayne St. Methodist Church, 300 E. Wayne St.
- 18 - El-Par Chapter will meet at a Grabill, In. restaurant. Telephone committee will advise time and place.
- 18 - Macrame Class, 7 p.m., Bldg. 18-1 conference room.
- 19 - Elex luncheon and book review by Helen Krieger, 'The Lord Loves My Kitchen Best'. Lester's Party Room, 1502 Bluffton Road, 11:30 a.m., tickets \$5.25. Menu: Swiss steak, baked potato, corn, perfection salad, raspberry sherbet.
- 20 - Quintus Chapter, 1 p.m., Foster Park Apartment party room, 6440 Fairfield Ave.
- 23 - Honor-ettes Chapter, 1 p.m., Salem United Church of Christ, 2401 Lake Ave.
- 24 - Elex First Shift Executive Board, 7:30 p.m., Bldg. 18-1 conference room.

GE ELECTRONIC DIGITAL SCALE (EDS-1)

Class 'E'

- Compact, contemporary scale.
- Easy-to-read digital display. Weighs 25-300 pounds electronically.
- Battery operated.

\$19⁹⁹

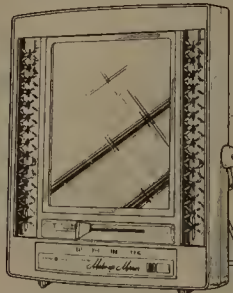


GE LIGHTED MAKE-UP MIRROR (LM-1)

Class 'E'

- Four separate lighting moods simulate day, office, home or evening light conditions. Dual swivel mirrors - regular or magnified.

\$14⁹⁹



SPECIAL NOTICE:

10% discount on all new housewares and audio products Oct. 12-Nov. 30

We now have West Bend humidifiers at special employee prices!

Your Employee Store 1030 Swinney 10-5:30 weekdays

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FORT WAYNE, INDIANA

VOLUME 63, NO. 39

General Electric News

Training, testing, inspection helps STD meet high quality goals

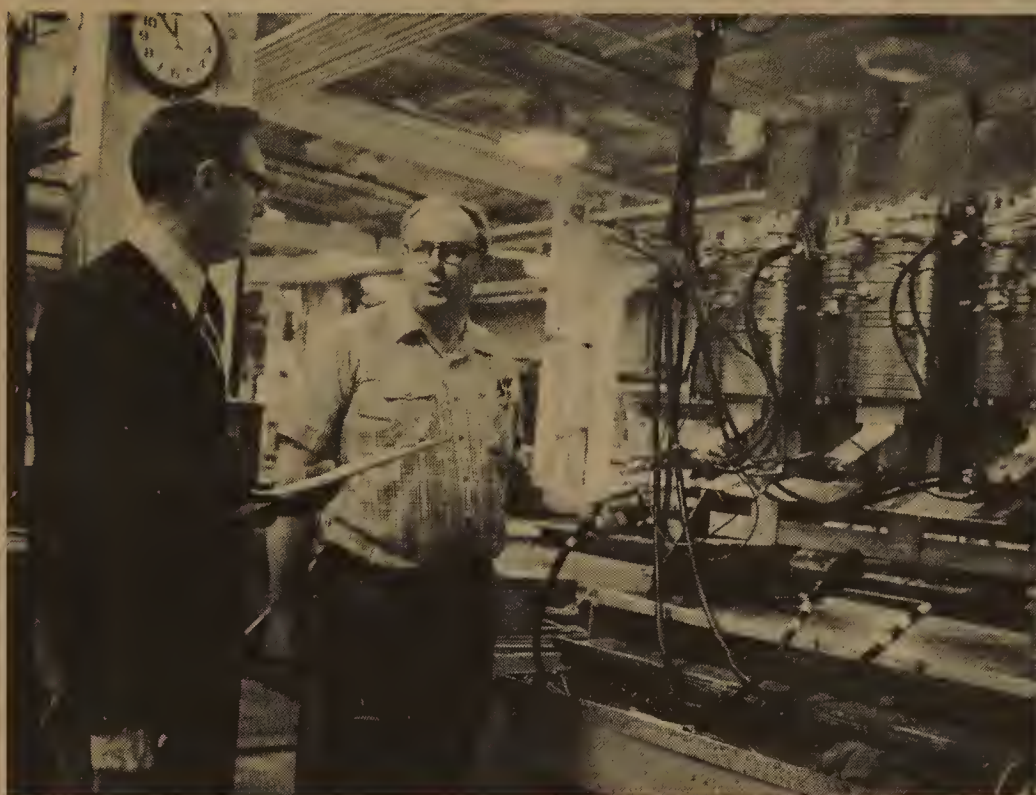
"We have enjoyed a favorable reputation for quality at Specialty Transformer, but the future will demand continued improvement if we are to remain competitive," says **Jerry Smith**, STD quality control manager.

To meet higher customer standards, STD is starting a three-part quality improvement program that will:

- provide up-to-date training and educational self-improvement opportunities for test personnel.
- establish a new final product audit on product lines where the cost of customer complaints is highest.
- provide continuous on-the-job training.

New course designed

The new Transformer Testing Fundamentals Course will provide the educational opportunity for all STD employees in the test classifi-



Harold Brenner (left), senior quality engineer and Auditor **Jim Stauffer** put a transformer through a complete test and inspection audit in Building 27. This particular unit will be used on an onshore oil rig. Other transformers are exported to Sweden and Australia for offshore oil rigs, to Egypt for use in graineries and to South America for hydro-electric power plants. Increased emphasis on quality will help eliminate failures in the field.

cations. The course will begin the first week of November and will be taught by **Henry Helberg**, quality systems engineer.

Testers' role important

Smith says, "Testers have a big responsibility. They are the last line of inspection before the transformers are shipped to customers. Serious consequences, such as fires, property damage and personal injury, can result if transformers fail in the field."

Smith notes that experience on lower-rated testing jobs does not automatically prepare testers for certain higher-rated jobs that require specific knowledge of methodology and electrical theory. The new course will help fill the void by introducing testers to electricity, meters

and instruments, basic transformer principles and tests," Smith says.

Satisfactory completion of the course will become part of the minimum qualifications for the higher-rated tester positions, except for employees already in the code.

"Improving the skills of our testers is part of our effort to improve the quality of our products," Smith adds.

Thorough testing begins

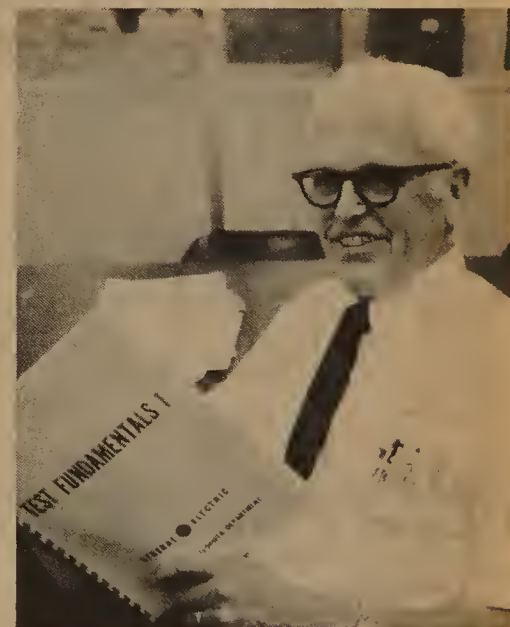
A second part of Transformer's quality thrust will be the complete test and inspection of at least one large transformer a week by an off-line quality control team. The results of the audit will be fed back to the production group so that necessary improvements can be made in manufacturing.

"The audits will involve units from all shifts, and will be in addition to our normal tests and inspections," says Smith.

A third step is to provide on-the-job training. This is being accomplished through the creation of the test personnel development position filled by **Moe Felger**, one of the more experienced transformer testers.

Since assuming the new position early this year, Felger already has trained testers on a variety of test sets. He will also train new testers to do mechanical inspection, to check test procedures and to assist in diagnosing test equipment problems.

"Our new quality programs, together with the Quality Makers Program, which has drawn attention to the need for better quality, will help us better serve our customers' needs," concludes Smith. "The better we serve our customers, the more secure we make our own jobs."



Henry Helberg, quality systems engineer for STD, wrote the book on test fundamentals. Now he will use it to teach about 35 employees in the test codes the basics of electricity and test instruments. The class will begin the first week of November.



STD tester John Landis (left), receives on-the-job training from **Moe Felger** on how to test large transformers. Felger is in charge of test personnel development, which will provide ongoing training. It's all part of STD's effort to improve product quality.

HMO, GPM-14 schedule shorttiming in response to order declines

As a result of a significant drop in customer orders, Hermetic Motor Operation will adjust production rates through shorttiming in November and December.

"Tight money supply, continuing high interest rates and a weak construction market are having a dramatic year-end impact on our customers," says Plant Manager **Larry Rybicki**.

In response to recent order cancellations and reduced demands,

HMO has scheduled the following shutdowns.

- The week of Nov. 2-6.
- Three days, Nov. 23-25, during the week of Thanksgiving.
- During the Christmas and New Years holidays, the plant will be shut down Dec. 21-23 and Dec. 28-31.

For eligible employees, Nov.

26-27, Dec. 24-25 and Jan. 1 will be paid holidays.

HMO not alone

Customers, competitors and other GE operations are making similar year-end adjustments, **Rybicki** noted. GE Tyler, Texas, and Tecumseh Products are just two of HMO's major customers who have decreased their order rates because of sales declines and increasing inventories.

"During these lean times, we must respond to our customers and keep our product quality high in order to gain market share," says **Rybicki**.

Section 14 shorttiming

General Purpose Motor, Section 14, Taylor Street, will shut down production operations Nov. 9-13. The shorttiming is in response to soft order rates and will affect over 400 employees.

GE employees, retirees honored for blood donations

AMERICAN RED CROSS
BLOOD SERVICES



Ray Benckenstein, Charlie Best and Bernie Huguenard were honored for blood donations to Red Cross Blood Services.

Five Fort Wayne GE people were honored this month for attaining lifetime whole-gallon donation levels of over 10 gallons each during the past year.

Honored were **Bernie Huguenard**, GPM-B, 14 gallons; **Ray Benckenstein**, retired, 12 gallons; **Charlie Best**, Wire Mill, 12 gallons; **Robert Rietdorf**, STD, 12 gallons; and **Art Seddon**, GPM, 11 gallons.

All General Electric donors were honored for giving far more than their goal of 882 pints of blood. GE donors gave 1,008 pints in the last year, 114 percent of the goal.

Employee donations to United Way also helped run the blood program in Allen County.

All area blood donors received a public "thank you" from Bill Wagner, Angola, who is alive today thanks to blood donated to the American Red Cross Blood Services perhaps by a Fort Wayne GE employee.

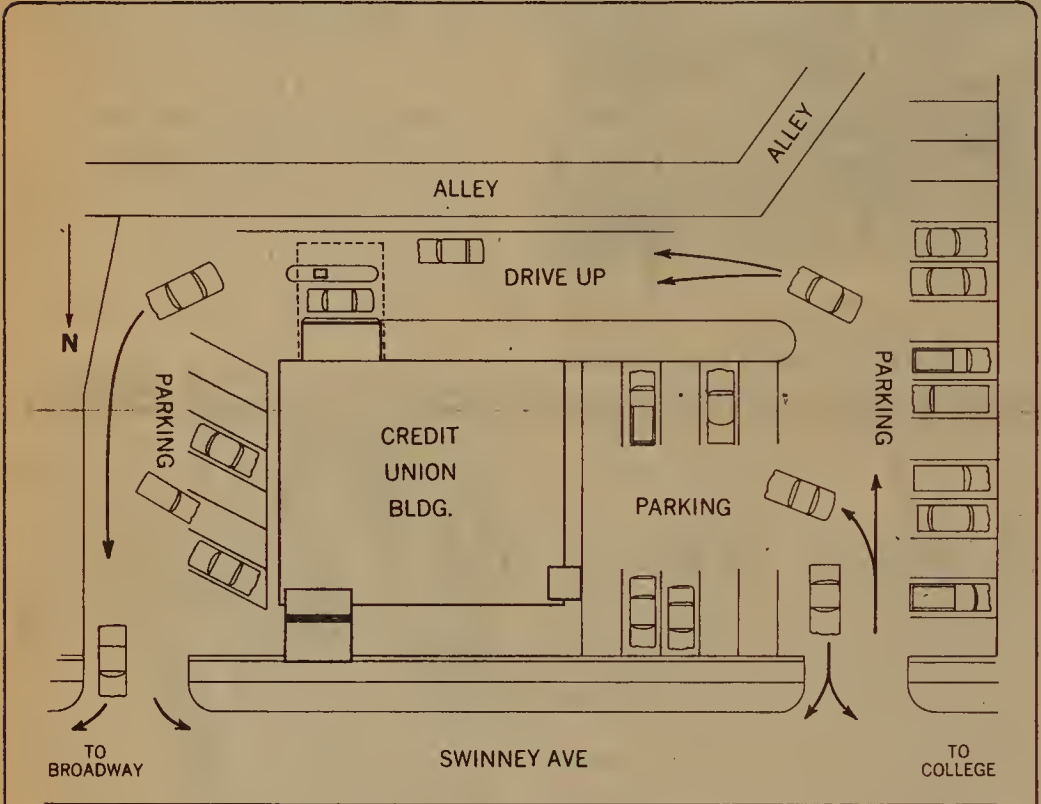
Wagner addressed donors at the annual Allen-Wells Chapter recognition luncheon Oct. 7 at Goeglein's Reserve.

His physician, Dr. Steve Meyers, M.D., explained that Wagner was found to have leukemia a year and a half ago. "He probably would not be here today if it were not for some of you blood donors," Meyers said.

Wagner was treated for his cancer at the new Fort Wayne Oncology Center near Parkview Hospital.

"The Oncology Center is probably the biggest user of pheresis blood donations in the area," Meyers said. Pheresis donors give blood components, and the rest of their blood is then pumped back into their system. Other donors give whole blood.

Meyers said Fort Wayne is ahead of many large metropolitan areas in treating cancer patients, and pheresis donations help make treatment here state-of-the art.



Two drive-up service lanes will be opened this month at the rear of the Credit Union. This drawing shows the new entrances and traffic flow, which will be counter-clockwise.

Opening soon

Credit Union adds drive-up service, reroutes traffic flow

The GE Employees Federal Credit Union will open a drive-up teller service in the near future, announces Harold Short, general manager.

Traffic flow will be counter-clockwise around the building on Swinney Avenue, and all cars must enter from the entrance west of the building off Swinney. Arrows will direct traffic to the two drive-up lanes at the rear of the building.

Persons with business to conduct inside will park west of the building. The entrance east of the building will be an exit only.

"The new drive-up service is designed to alleviate some of the lobby traffic and congestion during peak periods," says Short.

One drive-up unit is attached to the building. The other is a remote tube.

The drive-up service is for normal transactions, such as making deposits and withdrawals. Loan transactions and opening of new accounts must still be done inside the building.

The drive-up service will be open from 9 a.m. to 5 p.m. Monday through Friday.

Clark named STD marketing manager

Ron Clark has been appointed manager of marketing for Specialty Transformer Department effective Oct. 12, announced Dan Lovinger, general manager.

Clark's previous assignments were in STD as manager of distributor sales; Distribution Transformer Department as area sales manager; and sales engineer for Apparatus Distribution Sales Division from 1971 to 1976. He joined the Company in June, 1969.

Clark is a graduate of the Technical Marketing Program and holds a B.S. in Industrial Distribution from Clarkson College of Technology and an MBA from the University of Texas.

Ron succeeds Jess Ball who was recently promoted to general manager of Contractor Equipment Business Group's Export Sales Department.



Ron Clark, STD manager of marketing.

40 years of service



Bob Frederick
STD



Robert Norton
GPM, Winter St.



John Willett
GPM, Winter St.



Jim Storch
GPM, Taylor St.



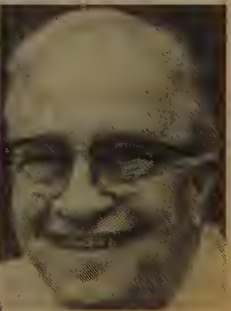
Earnest Pfelffer
GPM, Winter St.



Harold Buell
GPM, Taylor St.



Jim Sternberger
GPM, Winter St.



Robert Plasterer
MTO/AMO

Alley Chat

By Connie Houser

Wilson, Uncapher high rollers of the week

Two bowlers were out to capture the season high series record and came within just a couple of marks of doing just that. John Wilson of the GE Office League steamed the lanes with games of 195, 244, and 235 for a 674 series.

Next in line was alley attendant Dave Uncapher of the Hermetic League who rolled a 657 series including games of 235, 209, and 213. To top that off, Dave performed his feat to the tune of "Happy Birthday to Me."

League Wrap-Up

Small Motor League		Monday Morning Ladies		10/13/81		Friday Nite Taylor St.	
Tom Jones	806	Virginia Fletchall (245)	584	Louise Young (227)	526	Elmer Asbell	212
Ed Fischer (221-213)	802	Elsie Oliver (198-198)	575	Barbara Shields (194)	519	Tony Fahling	210
John Hunnicutt	288	Cheryl Daseler	513	Virginia Bryant	505	Hla & Here League	
John Segyde	236	GE Office League		Sandy Hernandez	202	Terri Kuntz (190)	516
Bill Franklin	222	John Wilson (244-235)	674	Delores Fox	184	Junior Bantams	
Bob Stute	213	Rolph Hill (214-244)	818	Dorothy Boyer 6-7-10 split		Danny Smith	191
John Thurber	213	Phil Hill, Jr.	225	Hermetic League		(102 pins over his 89 ever-egol)	
Seniors (Thurs & Fri)		Jim Gabet	222	David Uncapher	857	Jr. League	
Gladys Wright	204	Paul Long	213	Harry Wartenbe	230	Dan Hauschild	802
Trudi Boester	198	Walt Rieger	212	John Fitzgerald	218	(231-200)	
Beulah Huff	187	Skeets Lahman	212	Bob Bellis	211-213	Adam & Eve League	
Leon E. May	225	Jerry Koehl	211	Fred Hunter	212	Meureen Rogers	568
Dan Smith	214	Monday Nite Ladies		Wednesday Owl League		Karen Brandt (211)	542
Bill York	211	Diann Williams	534	Jey Miller (285)	619	Dori Gray (193)	520
Apparatus League		(187-209)		Terry Dorman	812	Virginia Draper	190
Wes Dunkin	251	Vi Frances (185-206)	523	Howard Eastes	246	Joan Crum	185
Charlie Shipman	212	Wendy Thomson	195	John Stark	239	Kitty Jedlikowski	183
Steve Scherer	211	Shirley Bohner	182	Sunday Nite Mixers		Carl Draper	221
Merv Lowden	211	Bobbie Refeld	181	Don McMaken (234)	802	Joe Kramer	212
Norm Pape	211	Tuesday Afternoon Ladies		Bill Poole	232	Pete & Tillie League	
Friday Nite Ladies		10/8/81		Dick Gick	222	Marilyn Gooley 6-7 split	
Gertie Jones	530	Jan Kissinger (187)	523	Bob Wagner	211		
(183-186)		Janie Fischer	223				
Martha Hire	219	Louise Young	208				
Callie Allen	207						
Jan Kissinger	189						

In memory

Ralph Kruse, 3805 Oakpark Drive, died Oct. 14. He worked in maintenance, Building 8-1, SMD prior to retiring in 1973.

Charles Whittern, Monroeville, died Oct. 9. He retired in 1954.

William Enslin, 1015 Oakdale Drive, died Oct. 9. He was a stock clerk for STD in Building 26-1 prior to retiring in 1959.


Carl Miller, 1523 Curdes Ave., died Oct. 8. He was a bowling alley attendant prior to retiring in 1977.



The new season of Pensioner Potlucks began last week at the GE Club. Among the hundreds on hand for the carry-in food and fellowship were, from left: Ruth LaBradd, Robert Bauch, Cleon Oyer, Walter Doctor, Walter Pook, Herb Springer and Aelana Randolph. Potlucks are scheduled for 11:30 a.m. Tuesdays, Dec. 8, March 9 and May 11.

General Electric News

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 (Dial Comm. *8-322-3441)

ADLETS

RIDE WANTED

GARRETT TO BROADWAY, 1st shift. 1-357-3406.

FOR SALE

'76 ARCTIC CAT, good cond., \$850, aft. 4 p.m. 489-5633.
 CIRCULAR SAW, B&D, 6 1/2", \$15; elec. broom, \$8. 432-6425.
 BIKE EXERCISER, like new, \$15; ice skates, man's figure, sz 8 1/2, \$9. 483-6625.
 30" STOVE, Frigidaire, self-cleaning, avoc. 637-5488.
 '74 YAMAHA 250 DIRT BIKE, new tires. 1-475-5047.
 HUMIDIFIER, used one season, \$20. 456-8304.
 DINETTE TABLE, hvy wrought iron base, 4 wood & iron swvl chairs, \$65. 493-1477.
 PORTABLE OIL HEATER, on wheels, Salamander, new, 90,000 BTU. 747-2913.
 20 GALLON AQUARIUM, fish & equip, \$45. 745-0483.
 '74 CAMARO, auto, 50,000 mi; pool table, non slate, \$70. 445-5033.
 GARAGE SALE, Oct. 24, 25 & 26, 922 Elmer Av, 9-4:30 p.m., 9" B&W TV, misc.
 SCHWINN DIRT BIKE, like new, stingray frame. 493-4779.
 ALUMINUM STORM WINDOWS, 6, 24"x54" & 40"x54", \$10 ea. 622-7257.
 PINE BUFFET, \$100. 749-2785.
 ANTIQUE ROCKING CHAIR, \$175. 749-2785.
 19 CU FT SIDE-BY-SIDE, Frigidaire, gd cond. \$100; prtbl dshwshr, late mdl, needs repair, \$30. 489-9168.
 HORSE MANURE, reas. 637-8456.
 '75 HARLEY-DAVIDSON SX 250, very gd cond, 40-50 MPG, 3900 miles. 749-8633.
 CARPET w-pad, gold, good cond, 11'x15', \$25; King-sz bdspr, \$25. 485-0174.
 15" MAG WHEELS FOR BUICK, 3, \$15 ea. 1-724-3382.
 KING-SIZE BED, complete, good cond., \$225. 749-2407.
 HAMMOND ORGAN, beautiful cond., \$2,500. 747-1040.

AIR CONDITIONERS, 2, 4000 & 18,000 BTU, \$75 & \$150; 9.5 HP Johnson outboard, \$400. 485-9479.
 GAS DRYER, \$65; Fender amplifier, new, \$375. 489-5770.
 12" BEGINNER'S BIKE; grn machine, bst offer. 456-3350.
 VEGA PARTS: hood, rlms, htchbk cvr, ex. cond.; '63 Ford Fastback, 390, \$150 or parts. 447-5910.
 '78 KAWASAKI 650, runs good, extras, \$1800. 447-5402.
 '72 HONDA Z-50 MOTORBIKE; girl's 20" Schwinn bike. 432-6287.
 FURNITURE: couch, chair, 2 end tbls, for lvg or fm room. 486-2558.
 GAS RANGE, Magic Chef, ex. cond; GE washer & dryer; console color TV, \$75, aft 4 p.m. 1-925-4054.
 FIVE ROOM HOME, Ft. Myers, FL, waterfront. 1-813-283-0712.
 GUN CABINET; chest; 3 tbls; wall mirror, all new. 1-344-1441.
 MOBILE HOME on Hamilton Lake, \$2,900, aft. 5 p.m. 1-238-4674.
 '79 FORD FIESTA; 36" gas range, cprtne. 478-1242.
 TORO SNOWBLOWER, \$75; 6.75-14 tires, 2 used, 1 new, \$20/all. 484-4023.
 HOODED JACKET, boy's sz 16, red, \$6; 2 snowmobile suits, sz 10 & 12, fair, \$3 ea. 745-2846.
 FISHER WOOD STOVE, 1 yr. old, \$425; alum canoe. 1-786-3804.
 DOGHOUSE, \$5. 483-1225.
 CRAFT BAZAAR, St. Joe Twp Fire Hall, Oct 23, 9-7 p.m.; Oct. 24, 9-4 p.m. Christmas crafts.
 RUG, 19'x20', multi-colored, used, \$75. 432-7877.
 GIRL'S 20" SCHWINN STINGRAY, \$25. 1-897-2322.
 SNOWBLOWER, 5 HP, 20", elec start, used 5 hrs, pd \$675, sell for \$350. 1-856-4440.
 '79 DODGE CHALLENGER, 20-32 MPG, air, low miles, aft 6 p.m. 483-9257.
 FREE-STANDING FIREPLACE, insulated, used one yr, \$175. 447-3993.
 RECLINER, bwn vinyl, good cond., \$50. 489-4860.
 CANARIES, red, \$30; hens, \$15, cages; 2 aquar & access. 483-6319.
 WOMEN'S FIGURE SKATES, sz. 10, \$15. 432-2328.

FIREWOOD, seasoned hardwoods, by cord only, south. 622-7107.
 ELEC DRYER, wht, good cond., \$150. 745-4589.
 WASHER & DRYER, \$200; 5-spd bike, \$30. 486-4195.
 BAR, stools w-backs, ex. cond; girl's 26" bike, \$15. 744-9479.
 BOW w-compass center whl adjustment, Altender. 745-2120.

WANTED

LIONEL & American Flyer trains, any cond. 1-724-8011.
 BABYSITTING, my home near State School, fenced yd, lots of TLC, days. 422-4238.
 WEIGHT LIFTING SET, complete w-bench. 637-3974.
 USED WORK VAN in good cond., aft. 6 p.m. 456-1643.
 PORT-A-CRIB; playpen. 456-1892.
 YELLOW STRAW for Christmas scene, 30 bales, late eves. 493-4033.
 DOREEN BABY BOOK by Nell; Armstrong knit-

ting book. 456-4624.

TRUCK OR VAN, prefer Chev. 6 cyl. 627-5997.
 FOSTORIA "SHIRLEY" SALT/PEPPER; pink depr. "Chry Blsm" sherberts. 639-3565.

SERVICE

GARDENS & LAWNS TILLED. 422-6997.
 CARPET CLEANING, 1 rm \$17.95, 2 rms \$24.95, 3 rms \$29.95, adjacent halls free. 1-419-749-2978.
 SPRAYED GLITTER CEILINGS & dry wall. 456-3848.

FOR RENT

TWO BDRM HOUSE, reasonable, Huntington. 1-356-7576.
 LARGE THREE ROOM EFFICIENCY, new, clean, 2 blks from GE, \$180/mo. 744-0611.
 TWO BDRM HOUSE, bsmt, garage, appl., 1815 Reidmiller, \$290 plus util., no pets. 485-7403.
 SW APT., 5 rms, carpet, appl, bsmt, no pets, \$175/mo. 747-0241.

*ADLETS

GE NEWS BLDG. 18-3
 NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Money problems have you down? Credit Union, EAP can help

"Inability to manage family finances ranks right up there with alcohol and drug abuse in creating family stress," says Dag Arnold, GE Employee Assistance Program counselor.

"Lack of financial stability can lead to marital problems, interfere with job performance and cause emotional stress."

"In nearly half the cases I become involved with, money is a significant problem. Often it's hard to determine which came first, marital problems or money problems, alcohol abuse or financial abuse."

"In professional counseling and referral, I take into account all facets of a problem — physical, emotional, psychological, family and even financial factors. When one of these systems gets out of whack, it can affect the others."

Seeking help — sooner the better

Dag encourages GE employees to seek help with financial difficulties before they become unmanageable. He has referred some employees with overwhelming money problems to the non-profit Consumer Credit Counseling Service on West Wayne Street. The service offers free counseling to people who are willing and able to free themselves from financial difficulties.

Tom Hufford, manager of the service, says the main reasons people get into financial difficulties are overuse of credit and lack of money management.

"We've had people earning \$50,000 come to us for help. They have the same problems managing their money. The numbers are just bigger."

"The first thing we ask people to do is get rid of their credit cards," he says. Hufford pulled out a box full



Misuse of credit cards is a widespread problem. Tom Hufford's cure is swift and simple — he cuts them in two.

of plastic cards that he had cut in two.

"The second thing we ask people to do is to find out where their money is going. It's amazing how many people don't know. We have them establish a budget and stick to it."

"People have a sort of inner clock that tells them to expect their standard of living will automatically improve as time goes on. But when people are laid off, forced to take a lower-paying job or when inflation changes their costs of living, they

often fail to adjust their lifestyle to compensate. They go on spending as if nothing had changed."

"We are not a lending institution or charity organization," says Hufford. "When people don't have enough income to meet expenses, we discuss things they can do to get back in balance."

The service is supported by contributions from banks, finance companies and credit unions, including the GE Credit Union.

Chuck Bitler, loan manager at the Credit Union, is on the board of directors of Consumer Credit Counseling Service.

"In these times, everyone can benefit from better money management," says Bitler. "An increasing number of people are coming to us for consolidation loans to help them pay off credit card and other loans."

Credit Union can help

"The Credit Union can help employees manage their money by offering better repayment periods and lower interest rates than they can find elsewhere. We also offer higher savings interest and pay interest on share draft (checking) accounts. People can master the discipline of saving through payroll deduction, as well."

In addition, the Credit Union mails members the quarterly publication, **Everybody's Money**, that offers tips on how to manage personal finances.

When members get into trouble, the Credit Union sometimes refers them to the Consumer Credit Counseling Service for help. "When people take action to correct financial problems and follow through, it makes a favorable impression on us at the Credit Union," he says.

People are referred to the service by lending institutions, EAP and



Employee Assistance Program

Resources you can use

GE benefits, such as the Savings and Security Program and GE insurance plans, can help employees provide for financial goals and help meet some emergency expenses. So can the Credit Union. And if you are in a real financial crisis that is threatening your health, your family or your job, the Employee Assistance Program offers additional help.

others, but they may also make an appointment themselves.

"By the time people come to us, they're usually in pretty bad shape," says Hufford. "People can head off financial disasters by talking to their creditors when they realize they're in trouble."

"It takes a lot of courage to walk up those 22 steps to our office," says Hufford. "Most of the people who come here are honest, hard working people who really want to clear up their debts. Sometimes the solution is as simple as eating out less often to save money, or to car pool. Sometimes it's necessary for a family member to get a part-time job."

"We can't dictate to people what to do, nor would we try to. We just try to help them face up to the facts of their personal situation. It's up to them to set their own priorities and change their lifestyle if that's what it takes."

"It's important to seek help as soon as possible while you still have options for solving your money problems," he concludes.

GE pensioner counsels debtors, programs computer

The Consumer Credit Counseling Service in Fort Wayne set records the last two months for the highest amount of services provided in its 15-year history.

Thanks to **Ray Benckenstein**, a GE pensioner, it was able to handle the load. Ray put his computer expertise to work for the service after retiring with 33 years of service at GE in engineering.

"We are currently working with 824 creditors and 378 clients," says Tom Hufford, manager of the service. "I don't know how we'd do it without Ray's help."

Ray started working part-time at the service in 1980 while he was still with GE. He counsels clients one day a week and helps them manage their finances.

He also wrote the computer program that allows the service to pay clients' bills in a fraction of the time it took before. He pro-

cesses the bills himself on his home computer, which receives information from the Counseling Service office.

"Inability to manage money is the No. 1 problem people have who come to us," Ray notes. "We see college-educated and professional people, too. A lot of people just can't handle credit cards. That's probably the biggest thing."

In his opinion, "Credit Unions are great. They're set up to help, like the one at GE. I tell people to use them."

Savings discipline needed

He also encourages people to save a portion of each paycheck. "Even if it's just a dollar! The discipline of saving is a big thing we see lacking."

Now that he is on GE pension, Ray says, "I do what I want to do. I feel I can help people who need help."



Former GE engineer Ray Benckenstein set up a computer system for the Consumer Credit Counseling Service and counsels part-time.

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General Electric News

OCTOBER 30, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 40

Largest gift in Allen County

Employees, GE pledge record \$360,000 to United Way



Department chairmen for the Employee Community Services Fund campaign received awards Monday for outstanding achievements by their departments. From left are: Tom Brennan, STD; Pat Harris, CSD; Doug Lehman, HMO; and Sue Haslup, Motor Finance Operation. At right is Ellen Durnell, who received an award for best communication support of the campaign.

The GE Employee Community Services Fund Board pledged \$254,000 to the United Way this week, and the company added an additional \$106,000 — a total of \$360,000 for human services.

The total is \$40,000 more than the 1980 pledge and is the top employee-company pledge in Allen County this year.

Jerry Smith, president of the Employee Community Services Fund Board, announced the results of the campaign after a board meeting Tuesday.

United Way thanks employees

Chuck Merrill, campaign director for the United Way of Allen County, told GE campaign chairmen Monday, "On behalf of the citizens of Allen County, I'm awfully happy to see these figures from GE. In a year when other company pledges are down because of unemployment, you've done an outstanding job, and the community thanks you."

The pledges will serve 24 United Way agencies who provide valuable human services, such as job training for the handicapped, therapy for crippled children and Red Cross blood service support.

More percentage givers

The contribution made by GE employees increased for several reasons: employment is up at GE about 500 people over last year; the percentage of employees giving to ECSF has increased from 82.5 percent to 84.5 percent; and more employee donors are giving a fixed percentage of their wages, instead of a fixed dollar amount.

This means that as wages increase, so does the dollar amount of ECSF pledges. Last year 31 percent of employee contributors to ECSF gave by the percentage method. This year 34 percent are giving in that manner.

See UNITED WAY, Page 4.

Benefits expert: use benefits to cope with short layoffs

The benefits described in this article apply to employees laid off for lack of work for specified periods of two weeks or less. Next week's GE News will talk about benefits employees can use to cope with longer layoff periods.

"There are many different ways employees can use their GE benefits to their advantage during short periods of lack of work," says Doyt Schaadt, manager of personnel accounting and banking in Fort Wayne.

Since several GE operations in Fort Wayne have scheduled short layoff periods during the remainder of the year, Schaadt outlined the benefits that are available and suggested approaches employees can use to help them through such periods.

Vacation is one option

To maintain income levels during brief layoff periods, employees with vacation days remaining may choose to designate lack-of-work days as vacation. That way, employees can receive full pay for days specified as lack-of-work days.

Income Extension Aid

Another alternative is the Income Extension Aid plan (IEA). You qualify for IEA when you:

- have at least two years of service with GE and

- have been laid off for at least one calendar week during the current year (one-week waiting period) and
- are receiving state unemployment benefits.

If you meet all three of these conditions, the plan will pay you weekly benefits based on your rate of pay. IEA benefits, when combined with your unemployment benefits, will total 60 percent of your regular weekly pay. Any pay you receive during a week in which you are laid off — i.e. vacation or holiday pay — may affect your eligibility for unemployment.

As the example below shows, an employee normally earning \$350 per week would be eligible for combined IEA and unemployment benefits of 60 percent of his normal pay, or \$210. If unemployment benefits paid \$128, IEA would pay the difference of \$82.

IEA Example

(1) 60% of \$350 normal weekly pay (Total eligibility)	\$210
(2) Unemployment benefits (For person with 3 dependents)	\$128
(3) Subtract line 2 from line 1	
(4) IEA pays the difference: (While unemployment is being paid)	\$ 82

In cases where an employee receives holiday pay and unemployment benefits in the same week, the combination of holiday pay, unemployment compensation and IEA will equal 60 percent of his regular weekly pay.

IEA benefits are taxable as wages. Unemployment compensation is not taxed unless your total annual income exceeds a certain amount (\$20,000 if single; \$25,000 if married and filing a joint federal income tax return).

Schaadt notes that unemployment compensation is paid for by the company based on state-established rates which are keyed to the company's layoff record.

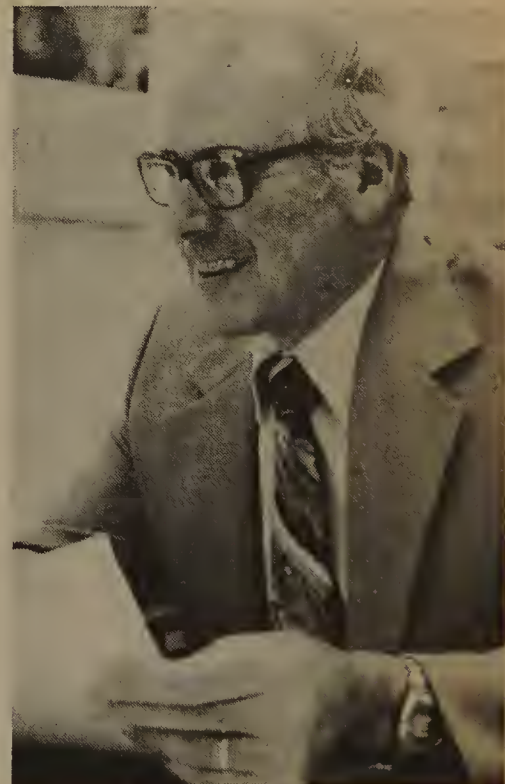
Withdrawals from S&SP

"Employees who participate in the Savings and Security Program have an additional resource they can fall back on when layoffs occur," says Schaadt.

S&SP provides for emergency withdrawals of employee contributions during lack-of-work periods without forfeiting the proportionate company matching payment. If your work week is shortened to 80 percent or less of your normal work week, you may withdraw an amount from your S&SP savings equal to the normal straight-time earnings lost.

Here are two examples:

- (1) If your normal work week is

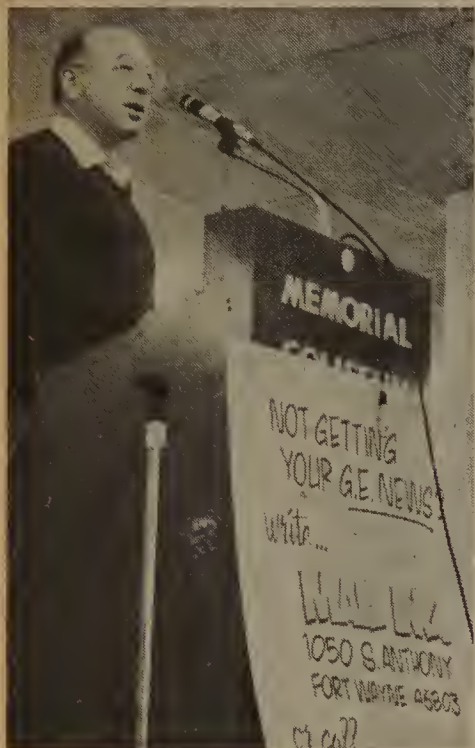


Doyt Schaadt says wise use of benefits helps during shorttiming.

five days and two are declared lack-of-work days, you would be able to withdraw from S&SP an amount up to two days' pay. If your normal pay is \$350 per week (\$70 a day), you could withdraw \$140 and still preserve the company matching payment of \$70, which is left in your S&SP account until the end of the holding period.

See BENEFITS, Page 4.

Quarter Century Club outing attracts 1,125



John Fink, manager of finance, addresses 1,125 members of the Quarter Century Club at their annual outing.



Leonard Erikson, Lisle Hodell, Jerry Duryee and Lyman Crawford spare a moment for the photographer at the Memorial Coliseum.



Kate Auker wins a door prize.



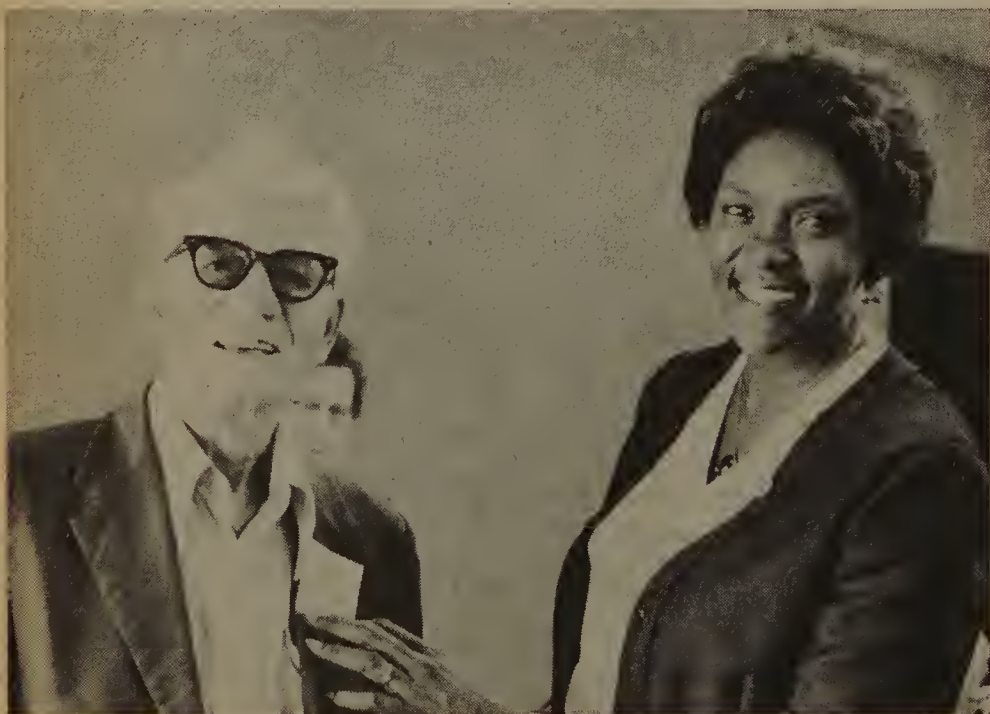
Bob Rietdorf, Building 26-2, and his father, **Otto**, who retired from Building 31-2 with 50 years of service.



Husband and wife, Ed and Virginia Dahlin.



Dottie Askren, HMO, chats with **Margaret Taylor**, retired.



Bessie Shields, Winter Street GPM, makes a friend, **Chester Hill**, retired.



Retirees, Mel Borcharding, Carl Alter and Everett Lindenberg talk over old times. (Photos by Rex Mericle)

Area Services sets auction for Nov. 7

Area Services will auction GE surplus items Saturday Nov. 7 at the Taylor Street salvage yard, announces George Finkbeiner.

"This is an opportunity for employees to buy office equipment, plant equipment and machinery at auction prices," he says. "Whoever bids the highest will get the items at auction."

Gates will open at 9 a.m. so prospective bidders will have a chance to look over the merchandise. The auction will begin at 10 a.m.

In memory

Howard M. Koehl, 423 Poplar St., died Oct. 24. He worked at SAC, Winter Street, as a bore-matic set-up and operator before retiring in 1971.

Charles W. MacKay, 2209 St. Joe Center Road, died Oct. 23. He was a mechanical engineer in GPM, Building 20-2, when he retired in 1954.

Walter J. Wolf, 2310 N. Highlands, died Oct. 21. He was a slitter at Winter Street, SAC, prior to retiring in 1969.

Clarence W. Wickliffe, 329 W. Cox Drive, died Oct. 19. He had worked in GPM, Broadway, as punch press operator before retiring in 1974.

Thurman T. Lusk, Columbia City, died Oct. 18. He was a group leader at ACSO, Taylor Street, prior to retiring in 1976.

Alfred F. Lepper, 4017 Central Drive, died Oct. 17. He was a bore machine operator, at Winter Street prior to retiring in 1967.

35 MM PENTACON CAMERA 28, 90, 135 lens, meter, \$175. 747-5902.

LAZY BOY ROCKER RECLINERS, 2, gold & rust, \$125 each; pontiac rocker, rust, \$50. 484-4023.

WATER SOFTENER, new, \$200; 90" sofa, very good, \$100. 485-8431.

'79 FIREBIRD A/T, PS, PB, new radial tires, \$5,495. 637-5398.

BENCH VISE, 3½", Craftsman, \$2. 745-2120.

'70 CHEV IMPALA, convertible, cream puff. 744-3086.

LADY'S WINTER COATS, szs 14 & 16, very good. 456-6767.

HUMIDIFIER, 2 spd humidistat, auto shut off, 12.8 cap; drapes, 4 panels, 140"x81" each, bge brocade, lined. 432-3883.

DINETTE, 5 pc., formica tbl, naugahyde chairs. 749-4464.

HOCKEY SKATES, Bauer, sz 8, nvr used. 447-5412.

TIRES, 2, Firestone A78-13 VW, \$10 & \$5. 627-3203.

HOLIDAY BOUTIQUE, Nov. 6 & 7, 10-6 p.m., 2338 Engle Road.

TYPEWRITER, prtbl, ex. cond., \$60; man's bowling ball & bag, \$10. 747-3871.

ANTIQUE BUFFET, Victorian, solid walnut, very reas., eves. 424-2403.

GIRL'S 20" BIKE, Sears Free Spirit, good cond., \$30. 627-5898.

EZ LIFT RV HITCH, hvy duty, mirrors & elec brake control, reas. 623-6611.

AKC SCHNAUZER, male, 1 yr., salt & pepper, hsbkn; finches. 484-6107.

GE 21" TV CONSOLE, B&W. 447-5232.

SQUARE DANCE DRESSES, sz. 12, ex. cond. 693-3791.

TIRES: H78-15, 6 ply, like new; G78-15, poly, \$25. 637-5364.

GAS DRYER, Kenmore, 2 yrs. old, ex. cond., wht, \$150, mst sell. 447-5041.

PREMIER DRUM SET, 12 pc., vibra-vibes, all tama & pearl hardware, mst see. 484-9447.

WOODBURNING STOVE, new, 28", blower & reg., \$175. 623-6311.

'74 GT80E, piston & bore job, ex. cond; moped. 625-4189.

TYPEWRITER, 12", manual, elite, case, like new, \$75; Melodica, 2 octave, \$15. 483-6625.

27" FUJI 12 SPD, \$175; 26" girl's 5 spd, \$75; 26" boy's 10 spd. 449-1063.

8' WINDOW AWNING, good cond. 672-3928.

DINETTE SET, 2 lvs, 6 chairs, \$75; twln bed, \$20; school desk. 484-2765.

LADY'S CASHMERE COAT, blk, fur collar, sz. 14-16, \$35. 482-2250.

GAS RANGE, 36"; hanging lamps; '75 Chev Caprice. 483-7700.

Alley Chat

By Connie Houser

Doug Haller bowls record 717 series

Doug Haller of the Hermetic League bowled the highest series at the GE Club since the pin spotters were installed in 1957. His 717 series on Oct. 20 included games of 268, 203 and 246.

He shattered the record with the highest series of his bowling career. Doug joins the GE Club hall of fame with the likes of Joe Russell, who rolled a 716 in 1980, and Walt Niel-

sen, who held the previous high series with a 702 in 1979.

Doug's previous high of the season was a 694.

Meanwhile, Dave Uncapher came close to the single game high for the season with a 277.

Any men interested in filling openings in the 6 p.m. Tuesday Masonic League should call the club at Ext. 2042.

League Wrap-Up

Monday Morning Ladies

Jane Tomson (187)	505
Cheryl Daseler	202
Virginia Fletcher	187
Delois Smith	187

Hermetic League

Doug Haller (288-246)	717
Dave Uncapher (213-277)	858
Frank Cochran	239
Larry Hay	238
Joe Russell	228
Jim Weiks, Jr.	225
Larry Clements	215
Dick Madden	213
Merle Woll	213

Seniors (Thurs & Fri)

Gertrude Wheat (183)	521
Hilda Marks (192)	515
Beulah Huff	185
Leoba Schafer	180
Bud Snyder	212

Apparetus League

Steve Scherer	224
Jim Hoffman	210
Charlie Shipman	210

Ledlea Friday Nite League

Sandy Gerdorn (224)	529
Gertie Jones (188)	519
Mary Koontz	188

Wednesday Owl League

Mark Parrett	238
Jay Miller	214

Small Motor League

Jim O'Bryan (222)	618
Max Christensen (233)	808
John Segyde (214)	600
Mel Guillaume	225
Larry Loe	222
Greg Wiley	214
Jim Weiks, Jr.	210

Peta & Tillie League

Janet Roeger	192
Daphne Slater	182
Bob Boyce	212

Friday Nite Taylor St.

Carl Metker	222
-------------	-----

Jack & Jill League

10/03/81	
Jenny Woll	511
Jean Reinking	504
Betty Sheets	192
Connie Houser	190
Shirley Bohner	186
Steve Schultz	219
Orval Ramsey	210

10/17/81

Shirley Bohner (190)	531
Betty Sheets	511
Betty Keister	190
Janie Fischer	190

Junior League

Tonya Sanders	190
Don Gilbert	207
Ed Rondot	201
Ed Wise	200

Business situations seen on 'Enterprise'

"Enterprise," a new series of TV documentaries on how business works, can be seen by local viewers

Fridays at 9 p.m. on Public Broadcasting Service station WBGU, Channel 39.

ADLETS

RIDE WANTED

DECATUR TO TAYLOR STREET, 8 or 8:30 to 5 p.m. 1-724-8011.

ZANESVILLE AREA TO BROADWAY, 2nd shift. 638-4828.

FOR SALE

GE TV, 12", B&W; occ chair; bar stools, all good cond. 744-9479.

WALNUT CERAMIC CLOCK, \$190. 749-2785.

RV PUMP TANK, 22 gal., prtbl, \$30. 622-7257.

AUTOMATIC SHOTGUN, 20 ga., Winchester Mark IV, \$150. 447-5384.

POOL TABLE, regulation sz; hide-a-bed sofa & mtchg chair. 432-6170.

PRTL DOG RUN, chain link, 10'x10'x4'; large doghouse; shingle roofing. 432-6358.

'73 PINTO, good gas mileage, new batt., mst sell, make offer. 456-4693.

'79 FIREBIRD A/T, PS, PB, new radial tires, \$5,495. 637-5398.

BENCH VISE, 3½", Craftsman, \$2. 745-2120.

'70 CHEV IMPALA, convertible, cream puff. 744-3086.

LADY'S WINTER COATS, szs 14 & 16, very good. 456-6767.

HUMIDIFIER, 2 spd humidistat, auto shut off, 12.8 cap; drapes, 4 panels, 140"x81" each, bge brocade, lined. 432-3883.

DINETTE, 5 pc., formica tbl, naugahyde chairs. 749-4464.

HOCKEY SKATES, Bauer, sz 8, nvr used. 447-5412.

TIRES, 2, Firestone A78-13 VW, \$10 & \$5. 627-3203.

HOLIDAY BOUTIQUE, Nov. 6 & 7, 10-6 p.m., 2338 Engle Road.

TYPEWRITER, prtbl, ex. cond., \$60; man's bowling ball & bag, \$10. 747-3871.

ANTIQUE BUFFET, Victorian, solid walnut, very reas., eves. 424-2403.

GIRL'S 20" BIKE, Sears Free Spirit, good cond., \$30. 627-5898.

EZ LIFT RV HITCH, hvy duty, mirrors & elec brake control, reas. 623-6611.

AKC SCHNAUZER, male, 1 yr., salt & pepper, hsbkn; finches. 484-6107.

GE 21" TV CONSOLE, B&W. 447-5232.

SQUARE DANCE DRESSES, sz. 12, ex. cond. 693-3791.

TIRES: H78-15, 6 ply, like new; G78-15, poly, \$25. 637-5364.

GAS DRYER, Kenmore, 2 yrs. old, ex. cond., wht, \$150, mst sell. 447-5041.

PREMIER DRUM SET, 12 pc., vibra-vibes, all tama & pearl hardware, mst see. 484-9447.

WOODBURNING STOVE, new, 28", blower & reg., \$175. 623-6311.

'74 GT80E, piston & bore job, ex. cond; moped. 625-4189.

TYPEWRITER, 12", manual, elite, case, like new, \$75; Melodica, 2 octave, \$15. 483-6625.

27" FUJI 12 SPD, \$175; 26" girl's 5 spd, \$75; 26" boy's 10 spd. 449-1063.

8' WINDOW AWNING, good cond. 672-3928.

DINETTE SET, 2 lvs, 6 chairs, \$75; twln bed, \$20; school desk. 484-2765.

LADY'S CASHMERE COAT, blk, fur collar, sz. 14-16, \$35. 482-2250.

GAS RANGE, 36"; hanging lamps; '75 Chev Caprice. 483-7700.

CONSOLE STEREO, \$190. 749-2785.

'77 FIREBIRD, auto, PS, PB, air, new brakes & muffler sys., 33,000 miles. 747-5461.

'69 OLDS, new batt., trans., runs good. 432-5091.

PRTL DOG RUN, chain link, 10'x10'x4'; large doghouse; shingle roofing. 432-6358.

'73 PINTO, good gas mileage, new batt., mst sell, make offer. 456-4693.

WANTED

USED TABLE SAW, less than \$150. 432-9753.

CHAIN LINK FENCE, 5' high, aft. 4 p.m. 749-1635.

ELEC. TYPEWRITER, good cond., aft. 4:30 p.m., Mon-Thurs. 693-2076.

STUDIO KNITTING MACHINE, used. 238-4217.

THREE BEDROOM HOUSE TO RENT IN OS- SIAN, aft 3:30 p.m. 747-9516.

FOSTORIA "Shirley" salt/pepper; pink depr. "Chry Blsm" sherbets. 639-3565.

TRVL TRAILER, 28' plus, large, good cond. 1-356-4167.

CUB SCOUT UNIFORM OR SHIRT, sz. 10 or 12. 639-3743.

PRTL AIR COMPRESSOR TANK, w-bedplate & whls, small. 745-3189.

ROLL-UP AWNING for RV, 13'-14'. 623-6611.

LIONEL & American Flyer trains, any cond. 1-724-8011.

STORM WINDOWS: 29½"x64½", 71½"x28½", 79½"x28½". 747-4066.

TRVL TRAILER. 422-8873.

OUTDOOR CHRISTMAS TREE LIGHTS, late eves. 493-4033.

FOR RENT

3 BDRM HOME, Southwood Park, unfurnished. 672-3781.

1 BDRM HOUSE, Harvester Ave. 484-5885.

1 BDRM APT, util, appl, garage, 5 rms, near College St., \$185/mo. 422-1943.

3 BDRM HOUSE, New Haven, appls, W&D, air, carpet, ref., deposit, \$295/mo. 749-0159.

SW APT, 5 rms, no pets, \$175. 747-0241.

SERVICE

HANDYMAN to do odd jobs & roofing. 447-5402.

SIDING & continuous gutters, wndw coverings, low prices. 627-2429.

RACCOON TRAPPER, trap for attic, garage, etc. 745-2764.

LOST

REWARD: \$100 for little white dog - answers to the name of "Poopie". 424-5611.

*ADLETS

GE NEWS BLDG. 18-3

NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

<input type="checkbox"/> For Sale *	<input type="checkbox"/> Ride Wanted
<input type="checkbox"/> Wanted	<input type="checkbox"/> Riders Wanted
<input type="checkbox"/> For Rent *	<input type="checkbox"/> Lost
<input type="checkbox"/> Free	<input type="checkbox"/> Found <input type="checkbox"/> Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

September prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in September.

The Long Term Interest Fund price for the last of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund Price	YTD Annual Income Rate		Long Term Fund Price	YTD Annual Investment Income Rate	
				1980	1981			
September	\$54.185	\$27.698	\$10	11%	13.2%	\$8.32	14.8%*	

* At September 30, 1981 the Net Current yield of the long term investment portion of the fund was 15.3%.

Postage hike raises mail costs by \$19,000

Beginning Nov. 1, it will cost 20 cents instead of 18 cents to mail a first-class letter.

"Two cents doesn't sound like much," says George Lambroff, manager for telephone facility and mail services for Fort Wayne GE, "but it adds up fast at GE operations in Fort Wayne."

Lambroff notes that postage rates will increase about 11 percent. For Fort Wayne GE, the increase translates into about \$19,000 more in postage per year.

"Our total postage bill in 1982 could easily hit \$183,000," Lambroff says.

"With the cost of telecommunications, especially DIAL COMM, also rising rapidly, it is important for us



all to make more productive use of the telephone and the mail services.

"Controlling these costs is just as important as controlling other costs of doing business," Lambroff said.

United Way

Continued from Page 1.

As a result of all these factors, employee pledges have increased by 11 percent over last year's total.

In recognition of outstanding efforts to increase the pledge for human services, the following awards were presented to employees and departments:

The Traveling Trophy, given to the department with the highest per capita giving level in each employee group selected, went to Hermetic Motor Operation and was presented to department campaign chairman Doug Lehman.

The Top Participation Awards were presented to Lehman for Hermetic Motor Operation and Pat Harris for Components Sales Department.

ment. The award is presented to the large (HMD) and small (CSD) departments with the best combined employee participation and percentage-giver ratios. In both cases, the percentage of employees who pledge to United Way is about 90 percent.

Best Improvement Award for a large department went to Specialty Transformer Department and was accepted by Tom Brennan. Best Improvement Award for a small department was presented to Sue Haslup for Motor Finance Operation.

Ellen Durnell, General Purpose Motor Department, received the Communication Award for the best communications support during the campaign.

Benefits

Continued from Page 1.

(2) If you were laid off for an entire week, you could withdraw up to a full week's pay.

There is no requirement to repay the amount you withdraw under this provision of S&SP. You can use this provision even if you are drawing unemployment compensation and IEA benefits.

"It's important to note that employees must request such a withdrawal from S&SP not later than one week following the end of the short work week," says Schaadt. "Withdrawals of this type require about two weeks for processing."

"Of course, the withdrawal from S&SP is money the employee already has earned, but it's nice to know you can use the money for this kind of emergency if you need it," says Schaadt. "The best part is that the company matching payment isn't lost. In effect, the company is helping make up for pay lost during short periods of layoff."

Insurance benefits continue

For specified layoff periods of two

weeks or less, all GE insurance plans continue in effect just as they were before the layoff. Contributions are required for dependent medical coverage in the case of employees with less than three years of continuous service.

Premiums deducted later

For the employees, Dependent Medical Insurance premiums will be deducted for the layoff period after you return to work. Coverage will be continued during the layoff.

During short layoff periods, Dependent Life Insurance plan coverage continues in effect, and premiums will be made up through deductions the week after you return to work.

Your GE Life Insurance, Comprehensive Medical Coverage, Weekly Insurance plans all continue in effect as before when you are laid off for short periods of time. No additional contributions are required for continuation of these coverages.

Next week, Schaadt will discuss benefit coverage and suggested approaches to cope with indefinite layoffs.

COMING NOV. 19 and 20
10 a.m. to 8:30 p.m.
THE ANNUAL EMPLOYEE STORE
FALL FESTIVAL

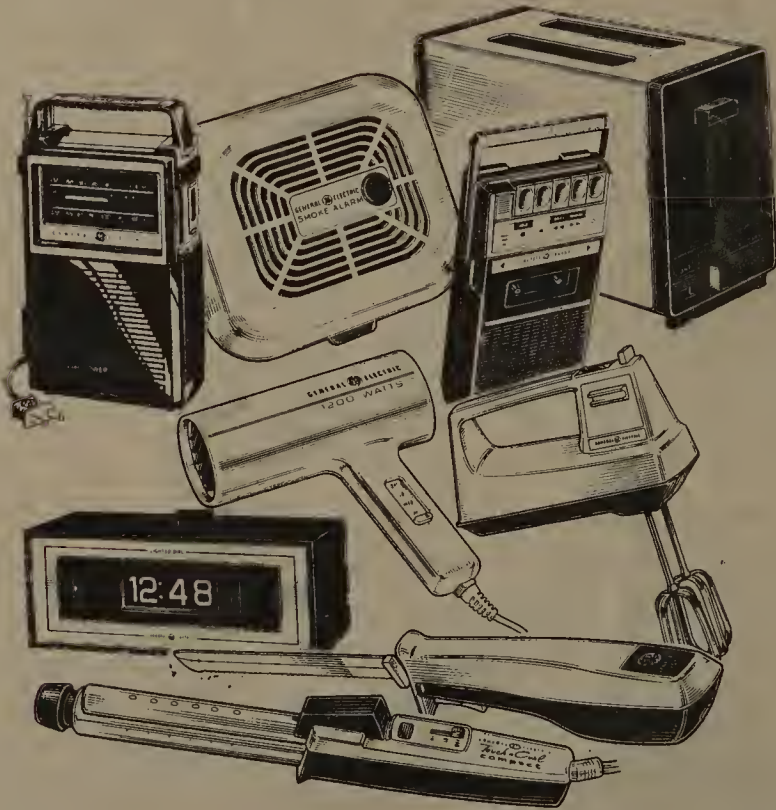
Free Refreshments

pop - potato chips - peanuts - popcorn - pretzels

DOOR PRIZES

Drawing each hour. You need not be present to win

The following prizes will be given away: smoke alarm - mixer - radio - clock - tape recorder - electric knife - hair dryer - toaster - curling iron - BCI battery charger.



Factory representatives from the Audio and Housewares, Major Appliance, Lighting and Television departments will be available for individual consultation.

Come in and see our new products: water heaters - humidifiers - quartz heaters - lamps - deep fryers - stereos - bag sealers and more!

There will be special pricing on new and factory reconditioned merchandise during this event.

YOUR EMPLOYEE STORE
1030 Swinney

Mail, Inc.
1050 S. Anthony Blvd.
Fort Wayne, IN 46803

Address correction requested

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

BULK RATE
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PUBLIC LIBRARY



FIRST TIME EVER!

DURING OCTOBER AND NOVEMBER GENERAL ELECTRIC EMPLOYEES CAN
**BUY UP TO A TOTAL OF 3 MICROWAVE
OVENS SHOWN BELOW**

EITHER FOR PERSONAL USE OR AS GIFTS
FOR THEIR IMMEDIATE FAMILY & GET...

DOUBLE EMPLOYEE DISCOUNTS*

Plus... Cash Rebates!

JUST IN TIME FOR HOLIDAY GIVING!

New Automatic Cooking Control makes it easier than ever
for you to enjoy the speed and energy savings of General
Electric microwave cooking.



Model JVM62 Spacemaker™ Microwave Oven

The Convenience of Microwave
Cooking with No Loss of
Counter Space

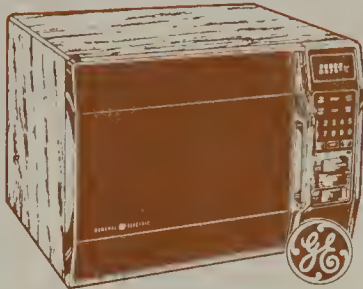
- Automatic Cooking Control uses humidity sensor or temperature probe to calculate and set cooking times or temperatures, plus power levels... automatically
- Cook Code™ Control provides a short-cut method of setting oven
- Time Cooking controlled by 99-minute, 99-second timer

- Temperature Cooking using MicroThermometer™ temperature probe
- 10 power levels for extra flexibility
- Cooktop light and built-in exhaust system with two-speed fan
- Time of day clock

*Subject to the provisions of the Employee Product Purchase Plan. Ovens must be bought at retail between October 1, 1981 through November 30, 1981.

Employee Discount* **\$80⁰⁰**
Bonus Discount* **\$80⁰⁰**
Cash Rebate **\$50⁰⁰**

SAVE \$210⁰⁰



Model JET130A Countertop Microwave

Oven with Automatic
Cooking Control

- New Automatic Cooking Control takes the guesswork out of microwaving
 - Humidity sensor senses steam from food and automatically sets time and power levels needed for cooking
 - MicroThermometer™ temperature control measures internal food temperature and automatically sets power levels needed to cook
- Automatic cooking chart on control panel for easy reference.
- Time or temperature cooking
- Cook Code™ control provides a short-cut method to programming cookbook recipes
- Double Duty™ shelf
- Time of day clock
- MicroTouch™ control panel with audible response

Employee Discount* **\$75⁰⁰**
Bonus Discount* **\$75⁰⁰**
Cash Rebate **\$30⁰⁰**

SAVE \$180⁰⁰

Hotpoint FIRST TIME EVER!

DURING OCTOBER AND NOVEMBER HOTPOINT EMPLOYEES CAN

**BUY UP TO A TOTAL OF 3
MICROWAVE OVENS SHOWN BELOW**

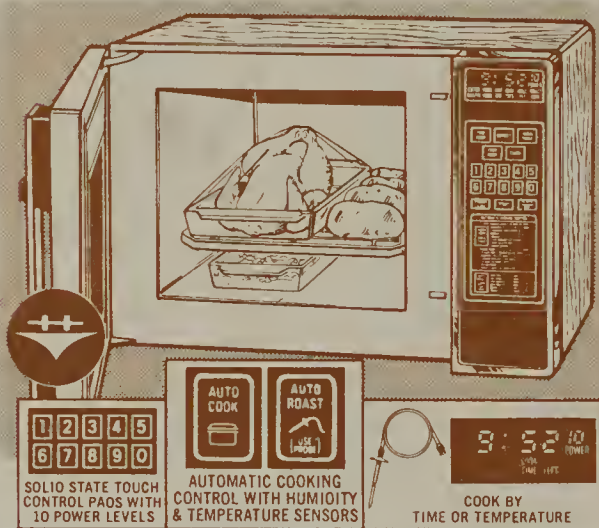
EITHER FOR PERSONAL USE OR AS GIFTS FOR THEIR IMMEDIATE FAMILY & GET...

Double Employee Discounts*

Plus CASH REBATES

JUST IN TIME FOR HOLIDAY GIVING!

New Automatic Cooking Control makes it easier than ever for you to enjoy the speed and energy savings of Hotpoint microwave cooking.

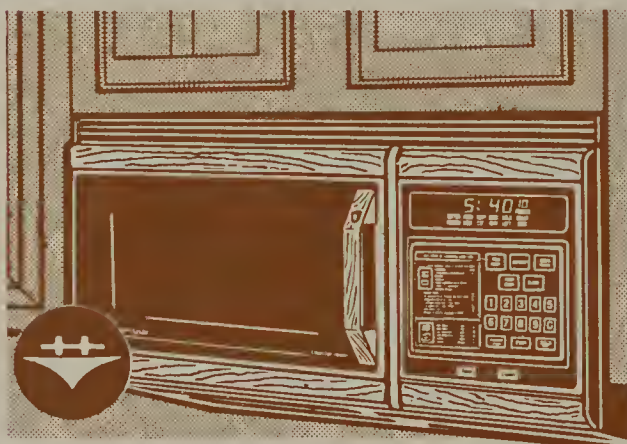


Model RE952Y Countertop Microwave Oven Featuring Automatic Cooking Control

- Solid-state touch controls
- 10 power levels
- Automatic Cooking Control with temperature and humidity sensors
- Cooks by time or by temperature
- Digital readout panel plus time of day clock
- Double Duty™ shelf for multi-level cooking
- Programmable memory
- Quick-set feature for programmed recipes

Employee Discount* **\$75⁰⁰**
Bonus Discount* **\$75⁰⁰**
Cash Rebate **\$30⁰⁰**

SAVE \$180⁰⁰



Model RVM54 Counter Saver™ Microwave Oven Installs Over Your Present Cooktop

- Solid state touch controls
- 10 power levels
- Automatic Cooking Control with humidity and temperature sensors
- Cooks by time or by temperature
- Digital readout panel
- Built-in two-speed exhaust fan
- Full-width cooktop light
- Extra-wide oven interior

Employee Discount* **\$80⁰⁰**
Bonus Discount* **\$80⁰⁰**
Cash Rebate **\$50⁰⁰**

SAVE \$210⁰⁰

*Subject to the provisions of the Employee Product Purchase Plan. Ovens must be bought at retail between October 1, 1981 through November 30, 1981.

NOV 18 1981

General Electric News

NOVEMBER 6, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 41

Stay tuned for bad weather announcements

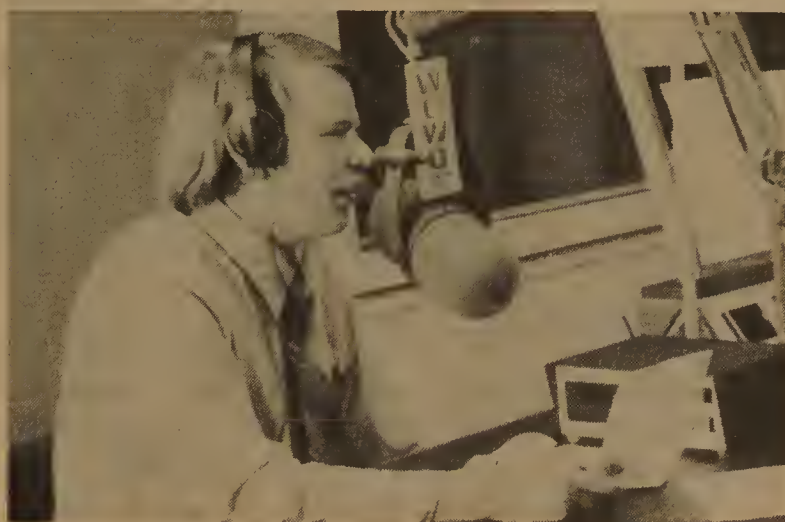
Although it seemed more like spring earlier this week, Fort Wayne weather records show the city receives an average of four inches of snow in November, and the chance for severe weather increases.

Normally, GE employees are expected to work on days when it's snowing, but when abnormally severe weather strikes, as it did last Feb. 10, emergency action may be taken.

Here's what to do if severe weather occurs:

- **Production employees** — When a significant number of employees are unable to report to work, normal production operations cannot take place. When this occurs, the message will be released to radio and TV stations that "Fort Wayne GE production workers should not report." If there is no such announcement, production employees will be expected to report at the beginning of their regular shift.

- **Wire Mill employees** — The Wire Mill is a continuous shift operation and will continue production operations during weather emergencies. Wire Mill employees



WOWO Radio announcers Victor Locke (left) and Bob Sievers will help keep GE employees informed with severe weather announcements.



will be expected to report to work if they can do so safely.

- **Other hourly employees** — Certain hourly work such as tool room and maintenance work can take place even when production operations are suspended. Employees in these classifications will be advised by their supervisors that they should report, if they can do so safely.

- **Salaried employees** — Since production shutdowns seldom prevent salaried personnel from performing their work, they are expected to report if they can do so safely — even when it is announced that production workers should not report.

- **Update telephone numbers** — All employees are encouraged to inform their supervisors of any

changes in their telephone numbers in case such weather emergencies occur.

- **Tune in** — AM radio stations asked to make GE weather-related announcements include: WOWO 1190, WQHK 1380, WLYV 1450 and WGL 1250. GE announcements also go to television stations WPTA Channel 21, WKJG Channel 33 and WANE Channel 15.

Some games take years to play

Postal chess tries patience of SMD's Chris Ruttle

While Soviet world chess champion Anatoly Karpov and Soviet defector Viktor Korchnoi battle it out for the world championship, Chris Ruttle of SMD also feels the strain of international chess competition.

He, too, is playing chess against competitors in Eastern Bloc countries, including the Soviet Union, East Germany and Poland. The name of the game is postal chess, and each time the postal rates go up, it gets more expensive for Chris and his pen-pal competitors around the world.

And if you think chess is slow, postal chess is s-l-o-w. "A typical game at the board normally takes about three to three and a half hours to play," says Chris, who is manager of customer billing and receivable control at SMD, Building 4-6.

Chess-by-mail games can last two years

But since it takes two to three weeks for mail to get to East Germany, a postal game of 40 moves, one move at a time, can last two years or more!

Baseball fans who just struggled through one of the longest seasons in baseball history might wonder how Chris can stand the suspense. For one thing, Chris keeps several games going at a time. In addition to the countries already mentioned, he plays postal chess against competitors in the U.S., Canada, Mexico, Denmark and Japan.

"One reason I like to play postal chess is that I need to develop more patience at the board for tournament play," Chris explains.

There is even an international organization that arranges postal chess tournaments. Chris won



Postal chess gives Chris Ruttle time to experiment against foreign competitors.

the first two national postal chess tournaments he entered.

"I'm rated higher in postal chess than in over-the-board play," Chris notes, but he plays both. "I use postal chess to try new openings. You can refer to chess books, but you can't use personal coaching. The games really get interesting when one side quits playing by the book."

Chris started playing when he was 10 and later competed on a high school chess team. He is try-

ing to work his way up the international system of ratings that puts Korchnoi, Karpov, Bobby Fisher and about 100 others at the top of the pyramid. Those players are called International Grand Masters. Other levels in descending order are International Masters, National Masters, Experts and classes 1 through 5.

Chris recently moved up from Class 2 to 1, so there's plenty of room for improvement. Experience, not age, is what counts in chess.

East German competitor is 9 years old

One of Chris's opponents in postal chess is a 9-year-old East German Master, who gives Chris all he can handle.

"The people I play in postal chess are in a sense pen pals. We exchange picture postcards and I know a little German and Russian, which helps. During the course of a game, I learn a little about how they live. The young players in Eastern Bloc countries, for instance, like to talk about rock music."

Even if the players could not speak each other's language, they could still play postal chess because they use an internationally recognized numerical notation for each move.

Chris keeps track of all the games he has going, not with pieces and chess boards, but by keeping notes on each game as it progresses.

Chris's interest in foreign countries and people spills over into his career goals at GE.

"Someday I'd like to have an international position with General Electric," he says.

As you'd expect of a chess player, Chris is thinking a move or two ahead.



Virgil Huguenard, instrument technician at STD, makes use of Vacation Banking.

About 80 long-service employees here use Vacation Banking to enrich retirement savings

Virgil Huguenard, instrument technician at STD, Building 26, and Gert Hamel, shipping clerk for HMO in Building 18-4, are among the 80 GE employees in Fort Wayne who use Vacation Banking.

Virgil plans to do a lot of traveling when he retires, so he's developed a special fund to finance his wanderlust — his Vacation Banking account.

"Last year was the first time I used Vacation Banking," says Virgil. "I figured if I bank two weeks' pay every year for three years, I should have quite a bundle saved for travel expenses."

That "bundle" would include six weeks of gross wages, plus interest or dividends earned over the three years. Because the money is saved in a Savings and Security Program Retirement Option Account, it compounds tax-free.

"I also expect to benefit from a lower income tax rate when I have my Vacation Banking

securities delivered, because I'll be in a retirement mode," Virgil notes. In addition, most or all of the new federal income tax cuts will have taken effect by then.

"I haven't decided yet about how much of my vacation pay I will bank next year. I may bank only one week because of the plans to have a three-week vacation Shutdown."

Gert Hamel also is Vacation Banking for retirement and has been for several years. With 35 years of service, she is entitled to six weeks of vacation.

"In my job, it's hard to find a 'good time' to go on vacation," she notes. Getting shipments to customers on time is important to HMO.

"Vacation Banking is a good way for me to take care of the vacation scheduling problem. When I retire, there should be a good amount of savings in my account."

Gert, too, probably will bank less of her vacation in 1982 because of plans for a three-week Shutdown.

Deadline Nov. 30

Vacation Banking: up to an extra 3 weeks pay if eligible

Nov. 30 is the deadline for deciding to use the "Vacation Banking" arrangement of the Savings and Security Program, if you're eligible to do so.

This year, more than 6,800 employees are making use of this benefit company-wide, and about 80 are expected to use it in Fort Wayne. In effect, Vacation Banking makes it possible for eligible long-service employees to get double pay for the vacation they bank.

Here are some questions and answers that help explain what Vacation Banking is all about:

Q: Who is eligible for Vacation Banking?

A: Long-service employees who are eligible for more than three weeks of vacation — even though they're not in S&SP

through payroll deduction.

Q: What is Vacation Banking?

A: If you are eligible, you can "bank" some or all of your vacation in excess of three weeks — or the amount in excess of the primary plant shutdown where you work if it's longer than three weeks.

Q: What happens when you "bank" vacation?

A: GE puts your gross pay for those "banked" vacation days into the Retirement Option Account (ROA), in the form of the securities you choose from the S&SP choices (U.S. Savings Bonds, Mutual Fund, GE Stock or Long Term Fund). If you don't have an S&SP Retirement Option Account, one will be opened for you. You then work a

normal schedule during the days you have banked and you get normal pay for that period. So, in effect, you're being paid twice for the "banked" vacation — pay for working, and the vacation pay going into your Retirement Option Account.

Q: When do I get the "banked" securities?

A: They're paid out when you retire or leave the company, as all securities in the Retirement Option are. Meanwhile they collect interest or dividends like other securities in ROA. And you aren't taxed for any of your vacation banking pay nor for the dividends and interest they earn until they are paid out to you. In other words, the full amount of your gross pay compounds at a tax-free rate of return until it is

paid out to you.

Q: Why do I have to decide by Nov. 30 — practically a year ahead of time?

A: First, government regulations require this kind of an advance decision in order for GE to provide this kind of benefit. Second, GE managers need to know well in advance just who will be using vacation banking and who will be available to work in the vacation season.

Q: If I'm eligible, how do I request Vacation Banking?

A: Necessary forms can be obtained from your payroll or employee relations office if you do not receive them automatically from your payroll. Forms also are available in the personnel accounting office, Building 18-1.



FALL FESTIVAL



**THIS YEAR'S FALL FESTIVAL FEATURES WILL
WILL INCLUDE FOOD PROCESSOR AND COUNTER
TOP OVEN DEMONSTRATIONS BY HOME ECONOMISTS.**

**SPECIAL PURCHASES OF MANY ITEMS INCLUDING A TRUCKLOAD OF GE TELEVISIONS FROM
THE FACTORY IN PORTSMOUTH, VA. — SYMPHONIC STEREO FACTORY DIRECT FROM
LOS ANGELES, CALIF. — GE CLASS "E" AUDIO & HOUSEWARES FROM THE SERVICE CENTER
IN UTICA, NEW YORK — PLUS THERE WILL BE SPECIAL DISCOUNTS & INSTANT
CASHBACKS ON MANY OF OUR NEW CLASS "A" AUDIO PRODUCTS.**

DON'T MISS THIS SPECIAL 2-DAY EVENT!!!

**REMEMBER — NOVEMBER 19TH & 20TH FROM 10:00 A.M.-8:30 P.M.
AT YOUR FORT WAYNE GE EMPLOYEE STORE**



160 years of service

Don Mason, Bob Shoaff, Dick Getts and Oscar Bunch recently celebrated 40 years of service with GE. All four work at Winter Street GPM.

In brief

Auction Saturday

The Area Services auction will begin at 10 a.m. Saturday, Nov. 7, at the Taylor Street salvage yard. Gates will open at 9 a.m.

Blood drive Tuesday

The Red Cross Bloodmobile will be at the GE Club Tuesday from noon to 4:30 for employees at STD, MTO and the West Broadway locations.

New donors will have a chance to win a \$25 dinner at the Elegant Farmer restaurant.

Retiring Jan. 1?

All employees who plan to retire Jan. 1, 1982, and who have not yet applied for a pension, should do so as soon as possible.

To avoid any unnecessary delay in processing first checks, pension applications should be arranged by contacting Sharon Harter on Ext. 2745 in the benefits office, Bldg. 18-1.

It is recommended that any employee planning to retire, regardless of the time of year, contact pension benefit personnel at least three months prior to the date of retirement.

Alley Chat

By Connie Houser

Barbara Miller bowls first 200 ever!

Barbara Miller of the Monday Morning Ladies bowled a strike in the 10th frame for a 205 game, the first 200 game of her bowling career.

Earlene Macy rolled a 223 game in the Senior Citizens League.

Other high rollers for the women this week were: Sandy Hernandez with a 206 and Delores Fox with a 580 series (199-191-190), both in the Tuesday Afternoon Ladies League.

For the men, Don Bell of the GE Office League just missed a 700 series by eleven pins. Don had games of 227-231-231.



Doug Haller knows the score — it's his, and it's the highest series recorded at the GE Club since the pin spot- ters were installed in 1957. Doug rolled the series during Hermetic League play on Oct. 20.

League Wrap-Up

Monday Morning Ladies		Wednesday Owl League	
Meggie Hunter (193)	538	Rick Slatton	231
Rose Maidens (197-183)	518	Howard Eastes (2-7-10 split & the 4-7-9 split)	
Barbare Miller	205		
GE Office League		Smell Motor League	
Don Bell (227-231-231)	689	Wayne Spratt (210-214)	617
Bob Lehman (228)	617	Dick Blair (246)	809
Tom Schible (248)	611	Don Ostrowski	231
Steve Scherer (223)	811	Larry Loe	224
Buck Somers	228	Gil Baker	223
Don Hitzeman	222	John Segyde	223
Dick Wells	219	Buck Somers	218
Ed Hagadorn	213	John Thurber	213
Deve Knepple	211	Ed Fischer	212
Tim Replogle	210	Steve Thomas	210
19 200-or-better games)		(12 200-or-better games)	
		Tom Bush-Triplicate	135
Monday Nite Ladies		Senior Citizens	
Crystal Schneider (202)	516	Earlene Macy (223)	515
Diann Williams (184)	508	Leon E. May	223
Vicki Wagner	500		
Angie Myers	198		
Bobbi Refeld	188		
Ruth Uetrecht	186		
Pat Walker	182		
Apprentus League		Friday Nite Taylor St.	
Norm Pape (215)	600	Jim Weiks, Jr. (235)	618
John Hauenstein	230	Dale Baeske	217
Steve Scherer	223	Barry Cohen	211
Lee Schnepf	222		
Ron Richards	212		
His & Hers League		Hansel & Gretel League	
Mary Weiks (197)	508	10/10/81	
Kay Thomas	196	Dorothy Connors	517
Bill Franklin	210	Linda Edwards	190
Key Thomas	7-4-10 split	Linda Edwards (181)	530
		10/24/81	
		Kirk Smith (218-258)	678
		Howard Hamman	605
		(221)	
		Kirk Smith	219
		St. Joseph's Mixed	
		Ron McDaniels (248)	828
		Jack Moser	214
		Junior League	
		Dan Hauschild (221-200)	602
		Don Gilbert	234

Adam & Eve League		Sunday Nite Mixers	
Dorie Gray (193-186)	533	Nancy Robinson (189)	514
Maureen Rogers	517	Donna Treesh	188
Earlene Macy (189-187)	517	Deb Galloway	181
Margie Clawson	200	Bob Wagner	212-212
Paul Yentes	212		
Cindy Amstutz	5-7-9 split		
Friday Nite Ladies		Tuesday Afternoon Ladies	
Jean Cook (184)	519	10/20/81	
Myra Spillers	201	Marie Hughes (196)	514
		Jan Kissinger	198
		Melissa Flory	196
		Barbara Shields	190
		Janie Fischer	180
		10/27/81	
		Delores Fox (199-191-190)	580
		Sandy Hernandez (206)	538
		Melissa Flory	184
		Neomi Reis	182
		Hermetic League	
		Doug Haller (215-214)	618
		Emmitt Smith	257

ADLETS

FOR SALE

MOVING SALE, Nov. 7 & 8, 3932 Oliver St., 12-5 p.m.
'77 IMPALA, 4 dr., small V-8, ex. cond., \$2,595. 447-4751.
'75 BAYLINER TRI-HULL BOAT, 16', 4 cyl, 130 HP, \$3,950. 456-3164.
26" BICYCLES, 2, 1 girl's, 1 boy's. 485-4792.
13" SNOW TIRES w-Vega rims, 2, ex. cond., \$50. 432-9083.
WATER SOFTENER, Sears Best, up to 50 gr/gal., 2 yrs. old, \$175. 486-3080.
REFRIGERATOR, small. 456-5783.
VINYL COUCH & CHAIR, good cond., \$125, aft. 4 p.m. 744-5186.
DOLL CLOTHES, handmade items, reasonably priced. 493-2241.
52' AM-FM STEREO CONSOLE, Farnsworth, made in Ft. Wayne, \$40. 447-1157.
KITCHEN CLOCKS, handcrafted, made in 3 kinds of wood, \$150 each. 485-1224.
GE WASHER & DRYER, \$175; Magic Chef gas range, \$175 firm, aft 4 p.m. 1-219-925-4054.
TOPPER FOR SMALL PICK-UP TRUCK, ins.; boat rack, \$65. 456-8950.
LARGE PLANT STAND w-grow lights, \$40. 485-9417.
TRUCK CAMPER, slips 6, many extras, best offer. 483-7529.
FUNK & WAGNALL ENCYCLOPEDIA, 25 volumes plus/'62-'80 yearbooks. 432-6358.
MARBLE TOP COCKTAIL TABLE, fruitwood pedestal. 485-0398.
TABLE LAMPS, 2, nice, avo. 749-2616.
RECORDS, 100, 78 RMP. 745-2908.
SNOW TIRES, H78-15, used one season, \$15 each. 456-6767.

WURLITZER SUPER SPRITE ORGAN w-rhythm section, \$895. aft 2:30 p.m. 747-6670.
HANDCRAFTED DOLLHOUSE, not a kit, interior finished, electrified. 424-0195.
14" SNOW BLOWER "PUP", \$65; snow blade, 42", \$50. 426-4485.
SLIPS OF FLOWERS, annuals & perennials, 50¢ each & up. 639-6129.
CAJUN CHARCOAL-WATER SMOKER COOKER, \$40; Merlin, \$15. 456-5972.
NIKES, new, sz. 15, \$30. 724-9520.
35 MM PENTACON CAMERA, 28, 90, 135 lens, meter, \$175. 747-5902.
'67 GE PRIBL DISHWASHER, \$30. 1-897-2322.
LIVING ROOM SUITE, soft leather, 3 pc., new, \$350; used 6 yr. baby crib, good cond., \$50. 1-691-3394.
STRAW, \$1.25/bale, aft 4 p.m. 493-3258.
ALL TYPES OF SHARPENING EQUIPMENT. 1-592-7279.
MAJESTIC FIREPLACE LINER, 36", glass folding door, wood grate, \$75. 432-3955.
30 GAL. AQUARIUM & STAND, \$50; gas stove; king-sz hdbd; stereo, bumper pool tbl. 749-0159.
CHRISTMAS WREATH for cemetery, \$10; 5 candle elec. wall light, beaut., \$50. 485-0102.
6" JOINTER, Powermatic, long bed, \$475. 426-7973.
GUITAR, new Accoustic w-case, retail \$192, price \$145. 747-0849.
STORM WINDOWS: 42"Wx29", 47", 55", \$3 each; 10 spd bike, \$70. 747-4752.
NEW GIRL'S 10 SPD BIKE, Huffy. 426-9064.
LOVESEAT, blk vinyl; hanging lamp, gold. 485-6758.
CERAMIC KILN, 18½" w-6½" collar; 12 pc. snack set - milk glass plate, black cup. 1-244-7796.
HOUSE, contract terms, 2 bdrms, good neighborhood & lot, great starter. 440-0023.
AKC SCHNAUZER, male, 1 yr., salt & pepper, hsrbrn. 484-0107.

SERVICE

CARPENTRY, painting, home improvements, personalized items. 486-4195.
SPRAYED TEXTURED CEILINGS, dry wall, finishing & prof. painting. 456-3848.
SIDING & CONTINUOUS GUTTERS, wndw coverings, low prices. 627-2429.
BABYSIT, days, 1 blk from Lutheran Hosp. 745-2764.
NEED INSULATION? Free energy audit. 486-2542.

WANTED

GIRL SCOUT UNIFORM, sz 8-10; Brownie uniform, sz 7-8. 445-5033.
OLD EYE GLASSES for Boy Scout project. 444-8243.

BUY OR TRADE, baseball cards, aft 5 p.m. 485-9870.
'73 HORNET FENDER, right front for sta. wgn., good cond., reas. 745-9378.
TO BUY, football cards. 637-3974.
PAY CASH FOR best car hauler offered, aft 5:30 p.m. 1-317-773-4468.
SOLUTION TO RUBICS CUBE, personal inst., \$5. 447-2886.

FOR RENT

SLEEPING ROOM, 426 W. Baker, \$25/week. 484-6076.
1 BDRM APT, util, appl, garage, 5 rms, near College St., \$185/mo. 422-1943.
SW APT., 5 rms, carpet, bsmt, laund, no pets, \$175. 747-0241.

*ADLETS

GE NEWS BLDG. 18-3
 NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

GE benefits work for employees during indefinite layoffs

(Second in a two-part series)

"There are many ways employees can take advantage of the GE benefits package to soften the effects of indefinite layoffs," says Doyt Schaadt, manager of personnel accounting and banking.

"Several of the company insurance plans automatically continue to protect employees during layoff, but others require some action on the part of employees to continue coverage. It helps to know when coverage expires and what you can do about it when it does.

Also, participants in the **Savings and Security Program** have special provisions they can use to provide additional money. Again, it's important to understand those provisions so you can take full advantage of what is available to you," Schaadt emphasizes.

Savings & Security: many options

One of the most flexible benefit plans is the Savings and Security Program (S&SP). Here are some of the options available to participants during layoff periods:

- After more than two consecutive weeks on layoff, you can withdraw all or part of your savings without loss of company matching contributions. Withdrawals can be made either in lump sum or periodically while you are laid off. Requests for withdrawals can be submitted anytime after you've been laid off for more than two consecutive weeks, but not later than one week after you return to work. These withdrawals will be paid in cash.

- After six months on layoff, S&SP participants can withdraw all holdings in their S&SP account. This includes all savings, company matching payments and all interest and dividends. This withdrawal can be made in the form of securities or cash.

"In effect, the (S&SP) plan is providing an employee who's laid off for half a year an extra 3.5 percent of six month's pay. All you have to do is make a brief deposit in S&SP and fill out some papers."

- During the first six months on layoff, you can make up savings equal to the amount you would have saved if you were working. Under this provision of the plan, you can make a lump sum make-up savings contribution after six months on layoff. The company will then make its matching payment of 50% of your contribution. You could then immediately request a withdrawal of your make-up savings and the company matching payment.

For example, assume your straight-time average earnings for six months would total \$9,000 and you normally save 7 percent through S&SP. After six months on layoff, you could make up savings of 7 per-

What happens to benefits during layoff

Benefit plan	Coverage ends after 31 days on layoff	Coverage ends after maximum one year***	Can be continued by making payments	Conversion policy available
IDP Tuition Refund		•		
GE Life Insurance		•		•
GE Medical Insurance		•		•
Sickness and Accident	•			
Long-term Disability Insur.	•			
Dependent Medical		•*	•**	•
Dependent Life Ins.			•	•
Personal Accident Insurance			•	
Dental Types I-III	•			
Dental Types IV-VII		•		
Product Purchase Plan		•		

* If you have three or more years of service, coverage is continued without contributions.
 ** If you have less than three years of continuous service, coverage can be continued if you make payments in advance.
 *** Coverage ends if service is broken sooner than one year.

cent of \$9,000, or \$630. When you do, the company matches your savings with \$315.

You can then immediately withdraw your make-up savings of \$630 and the company match of \$315.

"In effect, the plan is providing an employee who's laid off for half a year an extra 3.5 percent of six-months' pay. All you have to do is make a brief deposit in S&SP and fill out some papers. It usually takes about three weeks for you to get your money back," says Schaadt.

Make-up savings also can be made the following ways: 1) in installments over a period of not more than 12 months after return to work, 2) in a lump sum not later than one month after return, or 3) in any combination of these methods acceptable to the company.

- **S&SP Life Insurance** can be continued up to one year during layoff by paying 1 percent of your normal straight-time earnings monthly in advance. Coverage continues for 31 days after service is broken. During that time, you can obtain a conversion policy.

Insurance protection continues

"An important and valuable part of the GE benefits package is the fact that many insurance coverages continue during layoff," says Schaadt.

For instance, your **GE Life and Comprehensive Medical Coverage** will continue without payment of premiums for up to one year or until your service is broken if sooner.

Weekly Sickness and Accident benefits will be payable for any disability that begins within 31 days of the date you are laid off.

Likewise, **Long Term Disability Insurance coverage**, if you have it, continues for 31 days after layoff without employee contributions.

Disabilities that occur after 31 days of layoff, however, are not covered and protection is not continued beyond that point.

If you have three or more years of service at the time you are laid off, your **Dependent Medical Insurance Coverage** will be continued for up to one year without payment of premiums. If you have less than three years of service, you can continue the coverage by paying premiums monthly in advance.

At the end of one year on layoff, or earlier if service is broken, you may convert your life and medical coverages to private, pay policies. You must apply for a conversion policy within 31 days of the time you become eligible for a conversion policy. No proof of insurability is required.

Laid-off employees may continue **Dependent Life Insurance** coverage by paying premiums monthly in advance for as long as their continuity of service is maintained.

If you have **Personal Accident Insurance**, coverage will continue for up to one year or until service is broken, if sooner, provided you make necessary payments in advance.

Dental coverage: some differences

"There are some differences in dental coverage for laid-off employees," points out Schaadt. "That's why, when it comes to the **Dental Assistance Plan**, it may be advantageous for employees to make use of the preventive-type coverages within 31 days of layoff," says Schaadt.

That's because coverage of **Types I, II and III expenses** continues for the first 31 days of layoff only. Included are examination and cleanings (up to twice per year), full mouth X-rays (once every three

years) and bitewing X-rays (twice in a calendar year), as well as fillings and certain fixed bridgework and dentures. You should refer to your **Dental Assistance Plan** booklet for more information on this coverage while you are laid off.

Coverage continues for a year on **Types IV-VII procedures** such as root canal therapy, treatment of the gums, oral surgery and treatment of accidental injury to teeth and gums.

IDP: tuition refunds

Employees with six months of service credits prior to layoff, can take advantage of the tuition refund provisions of the **Individual Development Plan**.

"Many employees have taken advantage of layoff periods to improve their job skills," says Schaadt.

Employees are eligible for **IDP** benefits as long as they still have recall rights on the day the class is scheduled to begin.

In addition to tuition refund, employees who are unemployed and not qualified to receive unemployment compensation because they are attending school full time are eligible to receive a training allowance. This training allowance, equal to half of the employee's normal straight-time weekly pay, is paid while the employee is attending a company approved education program.

The training allowance is computed in accordance with the **Income Extension Aid Plan** until IEA eligibility runs out.

Income Extension Aid

Employees with at least two years of continuous service are eligible for **Income Extension Aid** benefits equal to 60 percent of weekly pay including unemployment benefits.

IEA benefits take effect when you've been laid off at least one calendar week provided you are receiving unemployment compensation. Employees who have exhausted unemployment benefits will receive a full 60 percent of normal weekly pay until their total IEA eligibility runs out.

You are entitled to a total IEA benefit of one week's pay for each full year of continuous service and one-quarter of one week's pay for each additional quarter of a year of service.

If your benefits under the IEA Plan are not fully paid after a year on layoff, when your service is broken, the balance of your benefits will be paid to you in a lump sum.

IEA point clarified

After reading last week's story on short-term layoff benefits, an employee asked about IEA payments for employees who have exhausted their unemployment benefits. Here is an explanation:

After an employee on layoff has exhausted unemployment benefits, IEA will pay him or her weekly an amount equal to 60 percent of normal weekly earnings until all the employee's IEA benefits are used up.

Modest upturn expected in mid-'82

Wire Mill, GPM slate brief layoffs

General Purpose Motor Section 14 and Winter Street plants, and the Wire Mill have announced temporary lack of work days during the week of Thanksgiving holidays.

Section 14 Plant Manager Jim Stehlik cited a continuing soft order rate and a major order cancellation in announcing the plant shutdown for the week of Nov. 22 through 28. The temporary lack of work will affect about 425 employees.

About 60 Winter Street employees in the Hermetic Room will be laid off the same week because of reductions in customer order rates, said Plant Manager Dick Habegger.

At the Wire Mill, about 95 employees will be on temporary lack of work from 7 a.m. Nov. 23 until 7 a.m. Nov. 30, because of the motor departments' reduced order rates for wire, said Plant Manager Jack Reith.

Eligible employees will receive holiday pay for Nov. 26 and 27.

Recession ripples through motor markets

"The U.S. economy is in a recession, and our motor businesses in Fort Wayne are feeling the effects of the downturn," said Bill Seyboldt, manager of operational planning for the Component Motor Division.

"The housing slump, continued high interest rates and high inventory levels in some of our customers' businesses have contributed to the current softness in our motor markets."

When housing construction declines, there is less demand for appliances and air conditioners. Less demand for appliances and air conditioners means smaller demand for motors.

"Farm, commercial and industrial customers also have cut back on their motor orders," said Seyboldt. "Farmers, for instance, are not buying as many crop dryers because of the high interest rates they'd have to pay. Just as many homeowners have decided to put off buying

major appliances, many businesses have decided to put off major investments in new equipment and facilities that use our motors."

Seyboldt noted that many GE motor customers have extended holiday shutdowns and scheduled lack-of-work periods at their plants.

Any upturn in sight?

Seyboldt said he expects the first quarter of 1982 to be weak, but not as weak as the current quarter. "We expect to see the economy and our motor markets pick up in the second half of the year."

Seyboldt noted that the second stage of federal tax cuts will go into effect July 1, 1982, and there could be a slight upturn in the housing market even though interest rates will still be high.

"All these factors add up to a recovery in the second half of 1982."

For 1982 as a whole, Seyboldt expects "modest growth" in the mar-

ket for major appliances and air conditioners.

He said the cost of money will be a big factor in commercial, industrial and farm markets. "But with some of the tax benefits for businesses and pent-up demand for new equipment needed to boost productivity, these markets could be stronger in 1982."

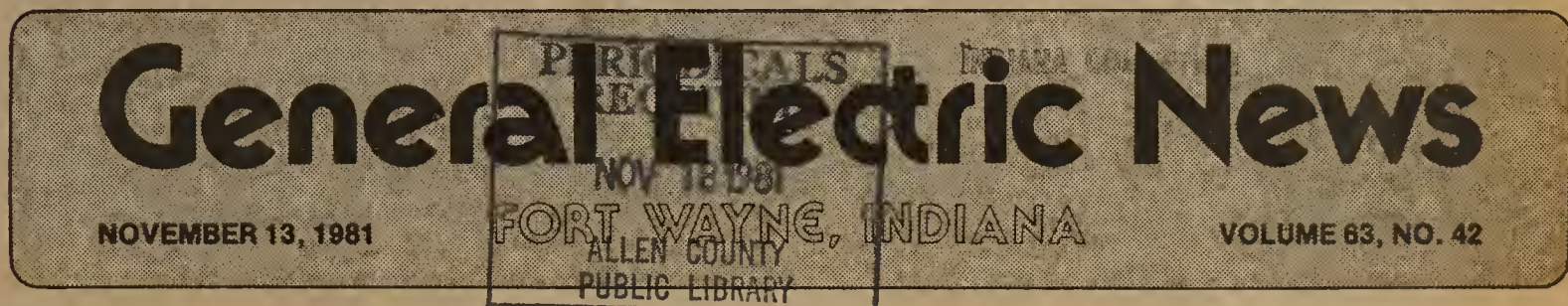
Seyboldt said, however, that there are opportunities in the current down market.

"We expect our energy-efficient motors to be a plus for our businesses, although the market is highly competitive.

Quality will count in upturn

"One of the biggest opportunities is for us to make further improvements in the quality of our motors and be ready to serve customers with those motors when the upturn occurs."

(See related story on Page 4.)



CSD sales engineers tell what it's like

GE motors feel the heat in Houston, recession's chill in Chicago

Sales engineers are the eyes and ears of GE motor product departments. What is it they are seeing and hearing across the U.S. today?

To find out, the GE News talked to three sales engineers in the Components Sales Department who sell motors made in Fort Wayne. The three are Phil Jeffroy, who sells to Original Equipment Manufacturers (OEMs) in the Charlotte, N.C., area; Chris Schlesinger, CSD, Naperville, Ill.; and Al Dotson, Houston, Texas.

"North Carolina is a growing area that relies heavily on tobacco, textiles and agriculture," says Jeffroy, who once worked at SMD in Fort Wayne while on the Technical Marketing Program.

Foreign firms build new plants

"But our customers in the textile industry, even though they have a low labor rate advantage, are under heavy pressure from foreign competitors. German and Japanese companies are moving into the area, where there is a lot of growth potential for light industry. They are very efficient companies and are setting up their own plants.

"Right now, the market for motors is soft in the textile industry."

Jeffroy notes that tobacco producers use a lot of GPM 140 and 180 frame motors for crop dryers. "One customer alone buys \$150,000 worth of motors from us. They see GE and know it's a good product, but we're in a race with domestic competitors



Chris Schlesinger — recession chills Chicago markets.

on price. Reliance is building a new motor plant in North Carolina, and so is Fasco (for finished products) to take advantage of low costs."

Houston draws competitors

Down in Houston, Texas, the economic story is quite different.

"The oil and gas industries are booming. Every month, 80,000 new residents move into the sprawling Houston area," notes Al Dotson.

But because of this growth, Houston has attracted a hoard of competitors in the motor business.

"Companies that have never competed against GE in this area before



Phil Jeffroy — Japanese, Germans are moving in.

are now moving in because they see Houston as a prime market for their product. Toshiba has focused on the local market since they have made their major warehousing and manufacturing commitment here.

"Delco, Fasco, Baldor, Marathon and other motor manufacturers are also putting a lot of price pressure on us. The prize they're after is a share of a fast-growing market," Dotson says.

"Companies use a lot of pump motors in drilling applications down here, for instance. But to succeed in this highly competitive market, we have to be flexible and ready to



Al Dotson — Toshiba focuses on hot Houston market.

adjust to changing market conditions and to customer needs."

Chicago feels downturn

In the Chicago area, where Chris Schlesinger deals with both OEMs and distributors — about 100 customers in all — there are few industries which have not been hurt by the recent downturn in the economy.

"I sell motors to customers in business equipment, commercial, pump, industrial and farm markets and companies who manufacture products for the U.S. government.

See MOTOR MARKETS, Page 4.

Trap and skeet season opens soon

The GE Trap and Skeet League will organize and begin league shooting at 7 p.m. on Wednesday, Nov. 18, and at 2 p.m. Sunday, Nov. 22, at Bentz Shootery on Meridian Road, Huntington County.

"Bring your gun and be ready to shoot," says Carl Nix, one of the organizers. For more information, call Nix at Ext. 2110 on second shift or 1-396-2306, or call Denny Narh-wold, first shift, Ext. 2110 or 1-597-7216.

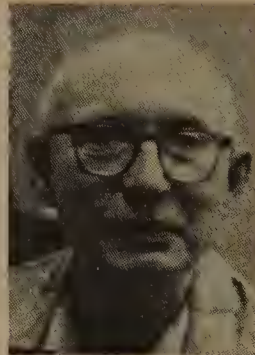
40 years of service



R. M. Meese
Area Services



Bob Younghaus
GPM, Broadway



Howard Stephens
GPM, Broadway

Retiring to Florida

Paul Woodard will retire Jan. 1. He started his 40-year GE career at STD as a floor credit clerk. His final assignment was plumber for Area Services, East Broadway.



"With the GE pension and benefits, I am looking forward to spending the winter months in Florida fishing, swimming, shelling and bicycling. In the summer months, I plan to fish, swim and work around our farm pond."

Richard Hamilton will retire Dec. 1. His first assignment was in testing in Schenectady, N.Y. His final assignment was manager of technical services engineering for Specialty Transformer.

In memory

Frank H. Lemish, 4873 Woodway Drive, died Nov. 5. He worked in motor repair at Taylor Street prior to retiring in 1969.

Byron T. Nelson, Markle, died Nov. 3. He worked in sand blasting at STD prior to retiring in 1973.

Charles Norwood, 506 Madison St., died Nov. 3. He operated a punch press at GPM, Taylor Street, before he retired in 1975.

Kenneth L. McManama, Roanoke, died Nov. 1. He worked on the crush grinder for Areas Services, Broadway, prior to retiring in 1977.

General Electric News

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(Dial Comm. *8-322-3441)

GENERAL ELECTRIC

Elex calendar for December

- Dec. 1** Reservation deadline for Dec. 6 Elex Christmas Program.
- 4** Quintus Chapter Board meeting, 9:30 a.m., 701 Ewing St.
- 5** Elex officers to decorate the GE Club auditorium, 9 a.m.
- 6** Elex annual Christmas program, 2 p.m., GE Club auditorium. Tickets \$1. Program will feature the Purdue Collegiate Singers and the Purduetts.
- 7** Partizan Chapter Board meeting, 11:30 a.m., Lucky Steer Restaurant, 4102 Lake Ave.
- 9** Pen-El Chapter installation banquet and Christmas program, 12 noon, Heritage House Smorgasbord, 4747 North Lima Road.
- 11** Second Shift Executive Board Christmas party, 12 midnight, Giovanni's, 6247 Bluffton Road.
- 14** Honor-ettes Chapter Christmas luncheon, 12 noon, Salem United Church of Christ, 2401 Lake Ave.
- 14** Elex officers Christmas party, 6 p.m., Hall's Factory Restaurant, 5811 Coldwater Road.
- 15** Partizan Chapter Christmas luncheon, 12 noon, Fort Wayne Women's Club, 402 West Wayne St.
- 16** El-Par Chapter Christmas luncheon, 12 noon, Hall's Restaurant, 217 U.S. Highway 30, New Haven.
- 18** Quintus Chapter Christmas luncheon, 12 noon, Charky's Restaurant, 3411 Lower Huntington Road.

DON'T MISS FALL FESTIVAL SPECIALS NOV. 19-20, 10 A.M.-8:30 P.M.!



employee store

Christmas Cash Back Promotion

Ready now for your

Christmas gift giving. AEPD has some great cash back offers on the most wanted radios, tape recorders, and CB radios.

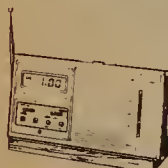
Cash rebates are effective on purchases from November 16 through December 31, 1981.

Class A products only are eligible.

radios



7-2800
\$3.00 cash back
FM/AM Compact Portable Radio with two-way power



7-2100
\$4.00 cash back
FM/AM Travel/Clock Radio with Quartz Clock and Liquid Crystal Display



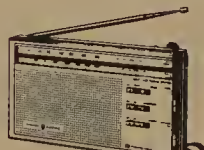
7-2180
\$4.00 cash back
FM/AM Personal Portable/Clock Radio with Quartz Clock and Step-Up Radio Performance



7-2875
\$4.00 cash back
FM/AM Portable Radio with outstanding Sound Quality and Station Selectivity



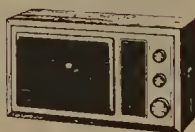
7-2924
\$2.00 cash back
FM/AM PLUS TV Sound (Channels 2-13) Pocket Size Portable Radio



7-2865
\$3.00 cash back
Deluxe FM/AM Personal Portable Radio



12" diagonal BLACK & WHITE TV-12X52104/V
Regular price \$89.95
Festival price 78.00
Employee rebate 12.50
Net cost \$65.50



7-4145
\$4.00 cash back
Deluxe FM/AM Table Radio. Fine Performance Plus Handsome Furniture Styling

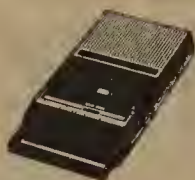


7-4655
\$3.00 cash back
Compact Full Feature FM/AM Electronic Digital Clock Radio

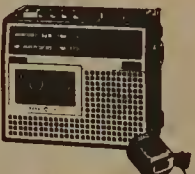


7-4870
\$8.00 cash back
COMPUTERADIO
Programmable Clock Radio

tape recorders



3-5151
\$3.00 cash back
AC/DC Cassette Recorder SILHOUETTE SERIES Slim Profile Design with Pause and Tone Control



3-5206
\$3.00 cash back
AM/FM Radio Cassette Recorder Direct "On Air" Recording Capability



3-5228
\$5.00 cash back
Deluxe AM/FM Personal Size Radio Cassette Recorder



3-5955
\$3.00 cash back
STARCODE 10 49MHz Welkie Talkie Flexi-Whip Antenna and Back-Up Battery Storage



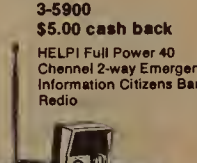
3-5280
\$10.00 cash back
Superadio Tape
Long Distance Radio Reception & Deluxe Cassette Recording Features



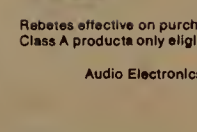
3-5285
\$10.00 cash back
AM/FM Personal Size Stereo Radio Cassette Recorder with Rechargeable SILVER SIGNATURE Styling Plus Lightweight Portability



3-5286
\$10.00 cash back
SILVER SIGNATURE
4 Speaker Performance AM/FM Stereo Radio Cassette Recorder with Dolby Noise Reduction



3-5900
\$5.00 cash back
HELPI Full Power 40 Channel 2-way Emergency/Information Citizens Band Radio



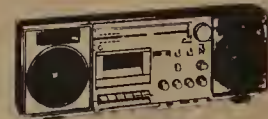
3-5965
\$3.00 cash back
27MHz Hand Held CB Transceiver



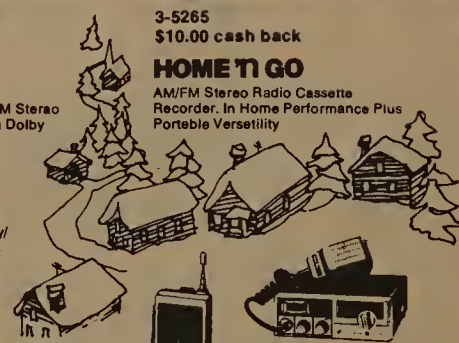
3-5254
\$10.00 cash back
AM/FM Stereo Radio Cassette Recorder with Dual Woofers/Tweeters



3-5340
\$4.00 cash back
SILVER SIGNATURE Collection
Two Speed Capstan Drive Micro Cassette Recorder with Recharge Capability and Two Speed Operation



3-5265
\$10.00 cash back
HOME TO GO
AM/FM Stereo Radio Cassette Recorder. In Home Performance Plus Portable Versatility



3-5813
\$3.00 cash back
40 Channel Mobile CB with RF Gain and AWI

CB radios



We bring good things to life.

GENERAL ELECTRIC

Audio Electronics Products Dept. PUB. NO. AE 277-1 Printed In USA

How's business? Depends on where you ask

Ask an employee in Pittsfield, Mass., how the business looks and the answer will depend on whether the employee works in Ordnance or Plastics — or Power Transformer. Ask the same question in Lynn, Mass., or Louisville and, likewise, the nature of the business determines the answer.

General Electric's diversity means that certain product lines must bow to fluctuating market conditions while others will continue to perform well. A look around the company shows how the reduction in energy consumption, problems in the airline industry, and troubles in the housing market are taking their toll on some GE businesses.

Tough times in Large Transformer

For example, in Pittsfield, the Ordnance and Plastics businesses are holding their own in markets that, while currently soft, show stability and strong growth prospects for the coming years; yet the Power Transformer Department of the Large Transformer Business Division is struggling for survival in a declining market.

According to Nick Boraski, vice president and general manager of the division, "Power Transformer's market is only half the size it was in the mid-70's, and employment in the department is down by nearly 8 per-



cent from last year." The division's Medium Transformer Department in Rome, Ga., has also had to reduce forces, although not as much as Power Transformer.

The problems faced by the transformer business had their origins in the Arab oil embargo in 1974 and the subsequent increase in the price of oil. This led to an increase in conservation resulting in a decrease in orders for power equipment.

Park faces shrinking market

The Major Appliance Business Group, headquartered in Louisville, has also been hit by external conditions.

Since Fort Wayne GE plants sell motors to Louisville, they too are affected. (See story, Page 1.)

MABG Group Executive Richard O. Donegan notes, "As the housing industry suffers, so do we. Continuing high interest rates are preventing recovery in the housing industry, which has caused us to revise our sales forecasts. The resulting high inventory levels have demanded significant reductions in production."

With a total hourly and salaried employment of approximately 18,000, Louisville's Appliance Park will have over 1,700 on indefinite layoffs by early November. In addition, approximately 10,000 hourly workers will be on temporary lack-of-work for various periods through the end of the year.



Donegan said, "The outlook for Major Appliance will depend on such things as interest rates and the long-awaited recovery of the housing industry."

Global outlook helps Medium Steam Turbine

At Lynn, Mass., the Medium Steam Turbine Department of the Industrial and Marine Steam Turbine Division is benefiting from export sales, keeping employment there stable. According to department general manager Richard L. Burke, "The Medium Steam Turbine business is expected to realize modest growth during the next 10 years. The international market continues to represent a major growth opportunity for the business."

Next door to Medium Turbine in Lynn, production is down at the Aircraft Engine Business Group's operation.



Fewer orders, higher costs

"Our problem is industry-wide; in fact it is world-wide," said Brian

Rowe, senior vice president and group executive of the Aircraft Engine Business Group in assessing the situation. The Group makes engines for commercial jetliners as well as for military aircraft. The commercial engine business is the problem. The business outlook was excellent 12 to 18 months ago, but things are different now.

Rowe said the external factors affecting AEBG's commercial engine business include rising airline operating costs, world-wide recession, deregulation of U.S. airlines and the air traffic controllers' strike.

These factors have reduced the airlines' need for new airplanes and engine spare parts. He said that going into 1982, employment across the Group — at Lynn, Evendale, manufacturing satellites and service shops — will be down about 8 percent from the start of 1981.



Looking ahead, Rowe said that growth in the airline business is expected to come back in 1983 or '84.

Motor markets

Continued from Page 1.

"In general, the markets for our motors are down. There are few end uses for our motors that are not affected, either by the housing decline or by high interest rates."

Schlesinger says that her customers are looking for service.

Customers shop for service

"Customers are shopping for the motor businesses that can give them the best, most reliable service, because they're trying to hold down costs. The price of our motors is also important, but I see service as the No. 1 issue."

Schlesinger says she sees the role of the sales engineer changing. "We must become more creative to develop new markets for our products," she says.

She also worked in Fort Wayne while on the Technical Marketing Program at GPM.

All three sales engineers were in Fort Wayne last week with 14 other sales engineers and six product department market specialists for the Strategic Sales Planning Course offered by CSD.

"The purpose of the course was to help our sales engineers meet our customers' changing needs," says Lyman Lewis, personnel development specialist for CSD. "Our sales engineers must understand not only the product needs of our customers, but their overall business needs as well."

The course featured sessions on business finance, marketing, and personality profiling.

Working lunch pays off

Gene Frey, CSD sales engineer from Naperville, must have learned his lessons quickly. He skipped lunch one day to make a few phone calls and returned with an order for 54,000 motors.

Q & A

GE benefits:

- Coverages for cataract surgery

Q: What does the GE benefits plan cover in the case of cataract surgery. And are eyeglasses or contact lenses and examinations covered following surgery?

Frank Davis

A: The GE Comprehensive Medical Plan treats cataract surgery the same as any other covered surgical procedure. The plan will consider the reasonable and customary fee for the surgical procedure, including X-rays, pre-operative and post-operative examinations, as a Type A-2 expense. The plans pay the A-2 expense at the rate of 100 percent for the first \$500 and 85 percent of the balance on an annual basis.

The hospitalization expense, if required, will be covered 100 percent by Blue Cross. Associated testing or laboratory expenses will be covered as a Type B expense. Type B expenses are payable at the rate of 85 percent after an annual \$50 (maximum \$125 per family) deductible has been satisfied.

When the patient is required to obtain new glasses as the result of surgery on the eye itself, the cost of the initial pair of either eyeglasses or contacts purchased following surgery will be considered as a Type B covered medical expense.

Homer L. Jennings

Manager of insurance claims disbursement

Q & A

Mail to: GE News
Bldg. 18-3

Here's your chance to find out how to get the most out of your GE benefits. Just send your question to the **GE News**, and we'll see that it gets to the right person. We'll print your questions and answers in the **GE News** as space permits.

Name _____ Mail drop location _____

(Please fill in your name so answers to specific questions can be addressed to you.)

Mail, Inc.
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Permit No. 40

(For quickest response, please mail all non-intracompany address changes directly to Mail, Inc. at the address printed above. Be sure to include both your old and new addresses indicating zip codes for each.)

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General Electric News

NOVEMBER 20, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 43

HMO resumes production four days after fire



City firefighters were able to contain the Saturday morning fire in Building 17-4 to the epoxy dip oven area. The roof was repaired by Tuesday and employees returned to work Wednesday. (Mark Jones photo)

A two-alarm fire Saturday morning in Building 17-4 put almost 250 Hermetic Motor Operation employees out of work Monday and Tuesday, but by Wednesday HMO was producing motors again.

"The employee response was just tremendous," said Plant Manager Larry Rybicki.

Less than two hours after city firefighters extinguished the rooftop blaze, HMO employees began clean-up operations and worked throughout the weekend to repair the smoke and water damage, which was extensive.

The damage could have been a lot worse.

"At one point we thought we'd have to take our firefighters off the roof," said Fire Chief of Operations Tom Shroyer shortly after the flames were quenched. "If we had done that, it (Building 17) probably would have gone."

City fire investigators determined that the fire started in the epoxy dip oven area.

No one was in the building at the time, but GE plant protection personnel responded immediately when the sprinkler system activated the alarm at 3:05 a.m. When they discovered the fire, they immediately called the fire department, which dispatched equipment at 3:09.

The firefighters set up a staging area at the corner of Taylor and Broadway while two aerial trucks put firefighters on the roof to fight the blaze.

Roof suffers most of fire damage

"We had to cut two trenches in the roof, which is quite thick; then we poured in a wall of water," said Shroyer. "The fire also spread around the perimeter of the roof between roof layers."

Gas and electricity were shut off within 20 minutes of the firefighters' arrival, and the fire was contained in a 40-foot by 60-foot area. By 4:55 a.m. the fire was out, and the chore of assessing the damage began.

The biggest damage to the operation was caused by the water, which seeped through to the bottom three floors of the building.

About 40 HMO employees were called in early Saturday to rejuvenate the plant.

"Unfortunately, we had to use the better part of Monday and Tuesday to salvage raw and in-process inventory through sorting and scrapping and to balance the lines for production start-up," said Rybicki. "Every effort has been made to verify the reliability of our equipment for opera-



Plant protection officers survey roof damage.



Al Bearman, 17-3 set-up person, cleans water out of a machine with an air hose.

tor safety and product quality.

"The nature of our customers' products requires assurances of the utmost quality and cleanliness. Line mix and schedules have been adjusted to satisfy customer requirements."

Rybicki added that HMO is in the midst of slow business demand, like many of the other motor operations in Fort Wayne, and business does not look healthy for the rest of the year. As such, no changes are anticipated in the announced shut-down schedule for the balance of 1981.

"GE maintenance and crafts people, guards and our own employees put forth a superlative effort in helping to put all 350 employees of HMO back to work. Plant managers from other Fort Wayne GE operations also lent us assistance. It's great to see the GE family pull together like this, and I appreciate it."

HP Fund interest rate for 1982 savings: 16 1/4 %

An expected annual rate of interest of 16 1/4 percent has been announced for 1982 savings under the Savings and Security Program's Holding Period Interest Fund. The rate will apply to HP Fund investments in 1982, and for each year of the holding period for those savings ending Jan. 1, 1986.

In announcing the new expected interest rate, Tom Burns, manager of Corporate Employee Benefits, reminded participants

that it applies only to 1982 savings and the earnings from 1980 and 1981 savings invested during 1982. HP Fund savings for prior years will continue to receive the rates announced for savings of those years.

In the event the actual rate of interest varies from the announced rate for a particular year's savings, HP Fund units will receive the actual rate earned. For example, the actual rate currently being earned by 1980 sav-

ings is 11.0 percent (the announced rate was 10.75 percent); the actual rate for 1981 savings is 13.2 percent (the announced rate was 13.0 percent).

Employees who are investing in the HP Fund for 1981 will automatically be continued in the HP Fund in 1982 with the new rate for 1982 savings applying to those savings — no new election is necessary.

However, forms for changing investments under the program,

or for enrolling in S&SP, are available from plant employee relations offices and in the Personnel Accounting office, Building 18-1.

Changes due by year's end

Completed forms must be turned in before the end of a quarter in order to take effect at the start of the following quarter. For example, they must be turned in before the end of December in order to take effect Jan. 1, 1982.



Marian Gomez turns to S&SP for life insurance.



Ruth Koch uses S&SP to build a retirement nest egg.



Marge Carpenter says company match makes S&SP worthwhile.



"It pays . . . to make the best return on your money," says Ida Boldt.

SMD employees discover benefits of Savings & Security Program

"Sign me up!"

That was the reaction of six SMD hourly employees last month after they attended a two-part informative meeting on the Savings and Security Program.

Forty-one first and second shift employees listened to Chuck Welch, manager of communication and relations planning, explain the plan. After it was over, six signed up for the program for the first time and seven others changed their investment choices.

"S&SP is a complicated program, but if you take time to understand it you may find it advantageous to participate," said Welch. "Those of you who already participate may find new ways to make the plan work for you."

Participants increase savings

A few weeks after the seminar, Helen Stalhut said she increased the amount she is saving through S&SP. "I've been in S&SP for over two years, but I didn't fully realize and understand the number of different ways there are to save. The presentation helped me a lot."

Participants can choose from among four investment choices: U.S. Savings Bonds, Mutual (Stock) Fund, Holding Period (Interest) Fund and GE Stock.

The seminar information was useful to Elsie Oliver, who worked in stator repair and has since transferred to another department.

"The first surprise was that I could earn 13 percent on my savings if I put my money into the Holding Period Fund. Normally you have to save a fairly large amount of money at a time to earn that high a rate.

Benefits outweigh pay adjustment

"The second surprise was how little the wage differential really amounted to. It was a lot less than I thought, and the company match more than makes up for the slight cut in pay I took to get into S&SP." Here's what others had to say:

Ruth Koch, inject winder at Section 15, SMD, just joined the Savings and Security Program for the first time in her GE career.

"I never liked the idea of taking a cut in pay to get into S&SP," she says. "I always thought that I would save my money at the bank. Somehow the money just never made it." Now Ruth is thinking seriously about retiring in a few years.

"After what President Reagan has said about the future of the Social Security program, I figure I'd better start building a nest

"I just wish I'd gotten into S&SP sooner."

egg if I want to retire before age 65.

"I decided to divide my savings between savings bonds and the HP Fund. I chose Savings Bonds because they're safe, yet earn 9 percent interest. I got a little greedy and put some of my savings into the HP Fund, even though it may not be quite as safe as the bonds."

"I just wish I'd gotten into S&SP sooner," Ruth says.

"When it comes to your own money, it pays to know where and how to make the best return on your savings," says Ida Boldt, who operates a vertical injection coil winding machine at Section 15.

"After finding out more about the four ways you can invest in S&SP, I raised my savings percentage and moved some of my money into the Holding Period Fund because it's earning about 13 percent."

GE match makes difference

"I've worked here 16 years, but I've never been in the Savings and Security Program," says Marge Carpenter.

"I didn't realize the company put in so much money — 50 cents

for every dollar you save."

"As I get closer to retirement, I think about the money I'll need to do the things I want. The Social Security situation doesn't look promising."

Marge decided to diversify her savings. She puts part of her money into the Holding Period Fund, part in GE stock, and part in the Mutual Fund.

"That way, if I don't get a good return on one, the other two funds may make up for it. I don't like the idea of putting all my eggs in one basket."

She adds, "I'm sorry I didn't sign up before this."

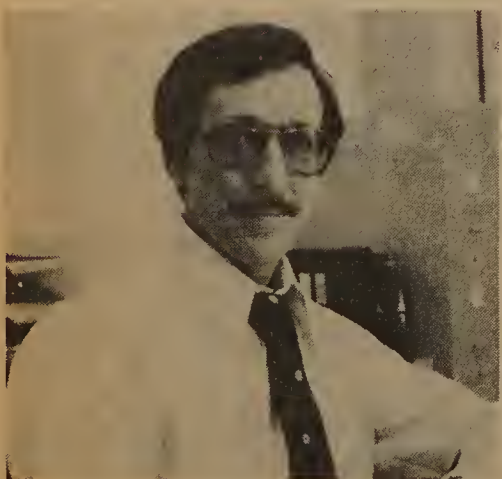
Added insurance protection

Marian Gomez has had three payouts from Savings and Security Program savings, but she too learned from the S&SP presentation.

"I took out the S&SP life insurance to get added protection for my dependents," she says.

One percent of her pay is deducted each week for the S&SP life insurance. "I figure at my age, the insurance would pay 12 to 14 years of good income for my dependents."

She also notes that in the past part of the payroll deduction premiums for S&SP insurance has been paid back to participants.



Keith Lontz, GPM, works weekends on the police reserves.

Lontz commended for nabbing burglary suspect

By day, Keith Lontz is a product service specialist at GPM, Taylor Street.

By night, on weekends, he is a reserve police officer who recently was awarded a Police Service Award by Fort Wayne for helping apprehend an armed robbery suspect.

On the night of Oct. 31 Keith and another reserve officer were on patrol in a squad car when they heard the police radio report of an armed robbery at a Kentucky Fried Chicken restaurant. The two officers spot-

ted a man fitting the description of the robber who had pulled a gun on the restaurant clerk and taken \$145 from the cash register.

"We drew our service revolvers and had the suspect against a truck where he couldn't get at his weapon when a regular officer arrived," said Keith.

With reserves 12 years

It was one of the most exciting events in the 12 years Keith has served on the reserves force.

"One night we caught three bur-

glar suspects behind a downtown market," he noted.

Reserve officers train at the police academy and are used to supplement the regular force and for special assignments. Domestic quarrels, traffic duty and patrol are the routine.

Why does he do it?

"I enjoy the work, and the people I meet are interesting. We don't get paid, but it sure beats sitting in front of the TV on weekends," said Keith.

Alley Chat

By Connie Houser

Rondot bowls record 667 in Junior League

Ed Rondot of the Saturday Junior League set a new record for the Juniors when he rolled a 667 series. Ed bowled a 181, 233, and 253 to win the new honors. He had four turkeys and 19 strikes in all, and three nine-pin hits.

Dan Hauschild hit a 224 in the Junior League.

Meanwhile the men bowlers have been coming close to upsetting Dave York with his season high of 279. Frank Cochran of the Hermetic League fell just two pins short as he hit a 277 game. Frank also bagged high series of the week with a 669 series.

League Wrap-Up

GE Office League	Tuesday Afternoon Ladies
Glenn Seabold (223) 617	Louise Young (196) 535
John Wilson 606	Jan Kissinger 526
Ed Fischer (212) 802	(200-181)
Steve Scherer 219	Barbara Shields 204
Gil Baker 214	Pat Volkert 195
Bob Lehmen 213	Melissa Flory 192
Dave Locker 212	Dorothy Love 192
Norm Pape 211	Maria Hughes 190
Dan Lepper 210	Louise Young 2-7 split

Seniors Thurs & Fri	Hermetic League
Earlene Macy 520	Frank Cochran 669
Leoba Schaefer (188) 509	(243-277)
Esther Muzzillo (200) 500	Jim Weiks, Jr. 644
Helen Blumenberg 197	(244-233)
Clare Lauer 188	Dave Uncapher (288) 625
Hilda Marks 183	Terry Giese 604
Louise Roberts 181	Harold Kamphues 226
Mary E. Snyder 180	Cesey Keister 214
Bernice Topp 180	Larry Hay 214
Wayne Snyder (211-243) 664	Merle Woll 211
Don Kaiser 222	Bob Bellis 211
Bill Hattendorf 220	
Zeno Fox 212	

Friday Nite Taylor St.	Small Motor League
Don Lepper 220	Dick Blair (236) 619
	Dave Knepple (245) 603
	Willard Fritz 232
	Cel Hapner 218
	Max Christensen 212

Hla & Her League	Monday Nite Ladies
Mary Weiks (184) 505	Shirley Bohner 528
Tom Uhrick 223	VI Francies (192) 503
	Paula Gerding 502
	Angie Myers 500
	Edna Spatt 188

Monday Morning Ladies	Friday Nite Ladies
Virginia Fletchall (222) 531	Bessie Shields (223) 583
Connie Wills (225) 515	Pattie Greer 190
Cheryl Daseler 194	Bonnie Roth 190
Freddie King 181	Mary Koontz 186
Jo Hoover 180	Gertie Jones 184

Sunday Nite Mixers	Junior League
Mary Kern (192) 502	Ed Rondot (233-253) 667
Cathy Patton 190	Dan Hauschild 224
Dele Baeske 639	
(215-236)	
Deve Pennell 221	

In memory

Chester E. Hill, 4415 Winter St., died Nov. 14. He operated a press winding machine at HMO prior to retiring in 1975.

Howard W. Eastes, 1621 Boone St., died Nov. 13. He was a group leader at GPM, Taylor Street, before he retired in 1972.

Carl C. Schoenherr, 1219 E. Berry St., died Nov. 12. He was a hand screw machine operator at GPM, Taylor Street, prior to retiring in 1963.

Richard C. Pierce, 477 Stadium Drive, died Nov. 11. He was a production specialist prior to retiring from STD in 1978.

Jesse O. Moore, Yoder, died Nov. 11. He was a set-up person for SMD, Building 4-5, before he retired in 1965.

Walter A. Bleberich, Hometown, died Nov. 9. He was a process and equipment technician at Winter Street GPM, before he retired in 1972.

ADLETS

RIDE WANTED

TO BROADWAY, 2nd shift. 639-3133.

FOR SALE

TIRES, L-60x14, on chrome rims, good cond., \$85/pair. 432-2237.

COLONIAL SOFA, drapery rods; carpet; hall tree. 622-7947.

BURIAL PLOTS in Greenlawn Memorial Park. 489-5766.

GAS CONVERSION UNIT w-regulator, for gravity type furnace. 456-5813.

AMF RIDING MOWER, 8 HP, 36" cut, elec. start. 672-2155.

MARK V CULLIGAN WATER SOFTENER, 8 yrs. old. 627-2388.

DRESSER, 4 dwr, walnut, good cond., \$25. 749-9320.

COCKATIELS, \$25-\$50; parakeets, \$5. 483-4020.

CERAMIC MANGER SCENE, 18 pcs., \$125. 1-419-399-3923.

PROJECTION SCREEN, 40"x40", glass beaded, \$10. 747-5461.

DOLL CLOTHES, handmade, reasonably priced. 493-2241.

SCHWINN BICYCLE, built for two, hand brakes, good cond. 632-5234.

GIRL'S HUFFY BIKES, 2, \$25 and \$35. 484-6282.

'69 AMBASSADOR, 290 engine, good cond., \$500. 745-7603.

CHRISTMAS TREE, 6', grn, like new, \$20. 445-8663.

HOUSE, near Southgate, 5 rms, 3 bdrms, bsemt, \$12,000. 447-2280.

LADIES' DRESSES, pantsuits, winter coat, sz. 24½. 483-0982.

BED, king-sz, one yr old, Sears Post-o-pedic firm, mpl hdbd, ex. cond., pd \$500, sell \$250, will deliver. 1-419-899-2372.

SNOW TIRES, 2, 5 lug on 13" whls, \$15 for both. 422-4083.

12 ROOM MARTIN HOUSE, new, \$22. 422-4898.

WINDOW for '79 Ford pickup truck, back, almost new. 485-9579.

E-Z CHAIR & OTTOMAN, gld, good cond., \$50. 745-1990.

WASHER, dryer, stove, electric, \$125 each or bst offer. 456-2456.

MEN'S SUITS, 3, sz. 38, like new; girl's ice skates, sz. 1, wht. 422-4083.

29 GALLON AQUARIUMS, 2, stands, accessories. 622-4730.

CHILD'S ROUND TABLE, 4 chairs, metal, good cond., \$25. 484-6520.

THOMAS ORGAN, 6 yrs. old, cost \$6,000, sell for \$2,950, firm. 489-3763.

HAND CROCHETED CAPE, white, \$20. 1-723-5438.

RABBIT COAT, long, sz. 13, like new, \$50. 456-3618.

CHRISTMAS BOUTIQUE, St. Jude Church, Nov. 28, 9-5 p.m., 65 booths.

'74 CHEV. VAN; '78 Kawasaki KZ-1000. 747-5024.

GAMES: air hockey, Star Wars X-wing Fhtr, Tie Fhtr, Snow Speeder, \$5 each, aft. 4 p.m. 485-5521.

MAJESTIC OIL FURNACE, 120,000 BTU, all duct work, 300 gal. tank, \$150. 625-4920.

RALLY WHEEL, 8.5x15, Chev., 5 hole; 10x15 tire. 357-4630.

KITCHEN TABLE, \$15; humidifier, \$5; child's car seat, \$7. 456-3607.

HUMIDIFIER, 14 gal., Montg. Ward, \$75. 447-5272.

MULCH HAY for shrubs, flowers, eves. 483-1423.

DECORATIVE ROD, like new; boy's double bld ice skates, sz. 12. 432-8644.

SATIN QUILTED BEDSPREAD, peach, dbl; Swedish ivy hanging basket. 485-1709.

'77 FIREBIRD, auto, ps, pb, air, new brakes & muff. sys., 34,000 miles. 747-5461.

COTTAGE, lake-front, new bath & kitchen, all elec. 672-3928.

'69 COLOR TV, console, needs repair, \$15; bean bag, blk, \$4. 485-5849.

SNOW TIRES, 6 ply, H78-15, \$100 or bst offer. 637-5364.

WOOD STORM WINDOWS, 28"x55", 34"x55", 28"x35", \$2 each. 639-3389.

'Jap' Voirol retires

Louis "Jap" Voirol will retire Jan. 1 with 41 years of service. He started his career on a stock winding machine in Building 17. His final assignment was Area Services general foreman at East Broadway. "I plan to do as little as possible for about a month, then catch up on work that needs to be done in the house and yard."



'Cash for Cards' to start Nov. 25

The Elex Club will conduct its annual "Cash for Cards" collection Nov. 25 through Dec. 4.

Last year, GE employees contributed over \$2,000, which was used to help needy GE families at Christmas time and throughout the year.

Employees are encouraged to submit names of needy employee and pensioner families to the Elex office in Building 18-3, Ext. 3555.

The idea is for employees to contribute an amount they would otherwise spend on Christmas cards for co-workers. Contributors will be asked to sign a large Christmas card, which will be posted for display.

Club seeks whereabouts of retired supervisors

Members of the Supervisors Club who retired this year should contact Herb Grueb so he can put them on the invitation list for the club banquet in January.

Retirees may write Herb at 2727 Roscommon Drive, Ft. Wayne, IN 46805, or call him at 484-3262.

GE'ers meet in Florida

Employees and retirees of Fort Wayne GE locations are invited to join others who have been meeting for three years in Ft. Myers, Fla., says Robert Scher.

"We will have lunch together at the Plantation Restaurant at 1 p.m. on the following dates," he says: Dec. 4, Jan. 8, Feb. 5, March 5 and April 16.

The restaurant is at 3630 Cleveland Ave., where it intersects with Hill Street.

Last chance for Fall Festival Savings

Open tonight until 8:30

Special Saturday hours:

Dec. 5 - 10 a.m.-2 p.m.

Dec. 12 - 10 a.m.-5:30 p.m.

Dec. 19 - 10 a.m.-2 p.m.

Your Employee Store
1030 Swinney

STRAW, \$1.25 per bale, aft. 4 p.m. 493-3258.

WANTED

BABYSITTING, my home, with hot lunch, SW, \$30/wk. 432-6358.

OLDER AUTOMOBILE, good running cond., cash. 747-5531.

WEIGHTS for body building. 747-6841.

SPINET PIANO, \$500 or under. 432-2328.

BABY CRIB & other baby furniture. 747-6890.

13" SNOW TIRES ON RIMS for Chevette, good. 672-3916.

PERSON to cut tree for wood. 424-5946.

'73 MERCURY 460 TRANSMISSION, for station wagon, reasonable. 745-9378.

PAY CASH FOR BEST CAR HAULER offered, aft. 5:30 p.m. 1-317-773-4468.

SERVICE

PROFESSIONAL CARPET CLEANING, \$10 per room. 489-4395.

PROFESSIONAL FLOOR INSTALLATIONS, carpet, tile, etc. 747-4925.

BABYSITTING IN MY HOME, north off Washington Ctr Rd. 489-9612.

PHOTOGRAPHY, weddings, children, fam portraits, copy work, cstm frmng. 432-9753.

WILL BABYSIT DAYS, near Southtown Mall. 447-2370.

BABYSIT DAY, near Lutheran. 745-2764.

SPRAYED, TEXTURED & GLITTERED dry wall. 456-3848.

FOR RENT

REMODELED SW APARTMENT, 5 rms, carpet, bsemt, appl, laund, no pets, \$165. 747-0241.

APARTMENT, 1 bdrm, 4 rms, all util. 672-3781.

THREE BDRM HOUSE, New Haven area, garage, carpet, no pets, \$350/mo., ref. 493-4779.

LOST

40 YR. SERVICE PIN, reward. 432-2291.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



Two million what? Two million hours without a lost-time accident, that's what. Hermetic Motor Operation celebrated the achievement last week in Building 17. From left are Karen Lehman, crimper; Scott Putt, supervisor; Iris Woodcox, tier; and Joyce Bates, tier. Karen and Iris are members of the No. 1 in '81 Quality Makers Committee.

HMO achieves 2 million safe working hours

Employees of the Hermetic Motor Operation recently celebrated 2 million working hours without a lost-time accident. The last time a lost-time accident occurred in HMO, Building 17, was in November, 1978.

Larry Rybicki, plant manager, said "It's really an incredible feat. It takes a lot of good people paying attention to safety and, quite honestly, some luck to achieve a record like this. It's especially tough to achieve when you have new people moving through the operation who are unfamiliar with their jobs and safety procedures.

"GE places a high priority on providing a safe working environment for our employees."

Terry Howdyshell, supervisor on 17-1, noted that it is management's job to provide a safe working environment, but they cannot do it without employees' help and constant attention to safety.

"It's also helpful having our safety tours of the plant once a month. Sometimes an outsider can see a hazard someone close to the job takes for granted."

Neil Bracht, a safety observer on 17-3, said he thinks the 2-million-hour record is "fantastic."

"I think managers have impressed upon us the importance of safety. Safety contests help make us aware, and I think the people who work here are pretty conscious of safety."

Children's party Dec. 12 at GE Club

The 1981 GE Club Children's Christmas Party will take place in the auditorium on Saturday, Dec. 12.

Show times are at 12:30, 2:30 and 4:30 p.m. for GE employees, pensioners and their children only.

Tickets must be picked up in advance for the children only.

Wes Harrison, "Mr. Sound Effects," will act as master of ceremonies for the entire program, which will feature performances by Joe Trolly and his marionettes and a clown act called The Dimwits.

Harrison earned his nickname "Mr. Sound Effects" in appearances with such TV hosts as Ed Sullivan, Merv Griffin and Johnny Carson.

He can duplicate over 65 sounds, from a duck to a 747 jet.

Appearing with him will be Joe Trolly and a cast of marionette characters including Elvis, Dolly Parton and Diana Ross.

The Dimwits will provide clown antics.

Ticket locations listed

Tickets may be acquired until Dec. 9 at the following locations: the GE Club; GE Employee Store; Building 4 — Gini Goeglein, Wayne Stults or Jean Nebehy; Building 6 — Leo Debes; Building 8 — Birdie Mollet; Building 17 — Casey Keister; Building 18 — Gloria Smith or



The Dimwits will perform at the GE Club Children's Christmas Party Dec. 12.

Sally Eubank; Building 19 — Don Stroh or Judy Knipstein; Building 20 — Gus Carnes; Building 26 — Bill Grove or Melvin Day; Building 27 — Fred Barnhart.

Also, Taylor Street — Luana Oehlhaffen, Mary Jenkins, Pat Mannion, Helen Thieme, Charlie Best or Helen Deahl.

Winter Street — Mel Franke, Ida Yahne, Jerry Eifrid, Bob Miller or Floyd Thieme.

After Dec. 9, tickets will be available at the GE Club or the Employee Store only.

Layoffs hit GE competitors

The economic conditions that have caused layoffs at some General Electric locations have also affected a number of the company's competitors. Recent newspaper articles have reported the following layoffs at companies that compete with General Electric businesses.

- The Franklin Electric plant in Jacksonville, Ark., a GE motor competitor, shut down the last week in October, laying off 1,000 employees. Franklin expected also to lay off 200 workers indefinitely after the resumption of production in November.

Franklin said the reason for the layoffs was a drop in demand for motors because of the lack of housing construction.

The Franklin plant competes in motor markets served by Specialty Motor Department.

- Siemens, the giant German electrical firm, announced a 20 percent reduction in the employment of its Kraftwerk Union unit. Kraftwerk Union builds both conventional and nuclear power generating plants and has been operating about half of capacity for the past year. The cutback was made, a spokesman said, because the situation was not expected to improve in the coming year.

Jet industry down, too

- Jet engine manufacturer Pratt and Whitney reduced its workforce by more than 1,400 early in October. The layoffs involved 1,415 P&W workers at the company's four plants in Connecticut and 70 at P&W's facility in Maine. The company said a slump in the aerospace industry, coupled with a drop in airline traffic, caused the cutbacks.

October prices on S&SP investments

Here is the report on the average prices for GE Stock, Mutual Fund, and Holding Period Interest Fund used under the Savings and Security Program to credit participants' accounts in October.

The Long Term Interest Fund price for the last day of the month is also shown, as well as year-to-date annual income rates for both the HP and LT Funds.

Month	Stock Price	Mutual Fund Price	Holding Period Fund		Long Term Fund	
			Price	YTD Annual Income Rate	Price	YTD Annual Investment Income Rate
October	\$54.347	\$27.802	\$10	11% 13.2%	\$8.51	14.8%*

* At Oct. 30, 1981, the net current yield of the long term investment portion of the fund was 14.9%.

Phillippe nominations due Dec. 1

The Gerald L. Phillippe Awards for Distinguished Public Service will be presented in 1982 for the 13th consecutive year by the General Electric Foundation.

All GE employees are eligible for nomination for the awards which recognize outstanding volunteer leadership. Here in Fort Wayne, the deadline for nominations is Dec. 1. The awards were established in 1970 in memory of the late Mr. Phillippe, former GE board chairman and a national leader in the field of public service.

The five winners each year receive the Phillippe medallion and the opportunity to select a charity or educational institution for a \$1,000 grant from the GE Foundation. All nominees are recognized with citations.

The 1982 winners will be announced in early March.

No GE News next week

The GE News will not publish next week since Thursday and Friday are the seventh and eighth of 10 paid holidays for the year.

Adlets received by noon on Monday, Nov. 30, will appear in the Dec. 4 issue.

Nomination for the Phillippe Award

If you know of a GE employee who you think qualifies for the 1982 Gerald L. Phillippe Award, please complete this form and send it by Dec. 1 to: Fred Eckart, MTO, Bldg. 19-5.

I nominate (Give name, job title, department) _____ for a 1982 Gerald L. Phillippe Award for Distinguished Public Service. List briefly reasons why you are nominating this person: _____

Your name: _____ Location: _____ Extension: _____



EMPLOYEE

CASH REBATES on

VIDEO CASSETTE RECORDERS

From General Electric on Retail Purchases from November 1 through December 31, 1981

\$75 CASH REBATE PLUS Employee Discount*

ON THESE TWO MODELS:

GE SIX HOUR VHS VIDEO CASSETTE RECORDER with ELECTRONIC TUNING and REMOTE VIDEO SCAN



VIDEO CASSETTE RECORDER 1VCR2006W

DESIGNER STYLING... Constructed of carefully selected materials including high impact plastic with a faithfully reproduced woodgrain finish.

- Six Hours of Continuous Recording or Playback
- Pushbutton Electronic Tuning
- Recording Time Selector
- Four Function Wired Remote Control
- Video Scan—Forward and Reverse
- Tracking Control and Accessory Jack
- Pause Control

GE SIX HOUR PROGRAMMABLE VHS VIDEO CASSETTE RECORDER FEATURING SPECIAL VIDEO EFFECTS



VIDEO CASSETTE RECORDER 1VCR1012W

DESIGNER STYLING... Constructed of carefully selected materials including high impact plastic with a faithfully reproduced woodgrain finish.

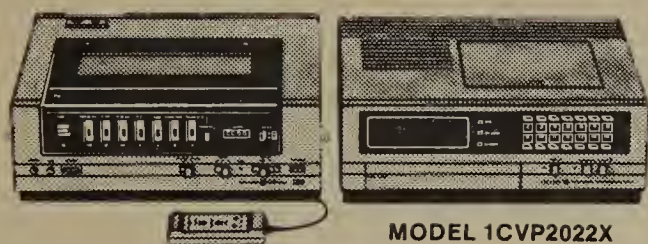
- Programmable Capability
- Six Hours of Continuous Recording or Playback
- Pushbutton Electronic Tuning
- 13 Function Remote Control
- Special Video Effects:
 - Slow Motion
 - Quick Motion
 - Freeze Frame
 - Frame Advance
- Video Scan—Forward and Reverse
- Recording Time Selector
- Program Search
- Pause Control
- Audio Dubbing Feature
- Digital Clock
- Tape Counter with Memory

Employee Discount* \$115
Cash Rebate \$ 75
SAVE \$190

Employee Discount* \$110
Cash Rebate \$ 75
SAVE \$185

SPECIAL CHRISTMAS BONUS DISCOUNTS

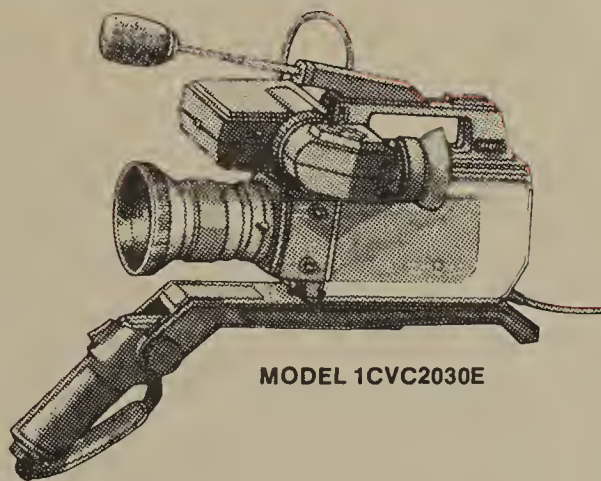
GE VHS PORTABLE VCR RECORDING SYSTEM



MODEL 1CVP2022X

- Portable Convenience
- 105 Channel Tuning
- Midband And Superband Capability—For Unscrambled, Compatible Cable TV Channels
- Programmable Capability—Record Up To 8 Programs, Up To 14 Days in Advance
- 6 Hours of Continuous Recording or Playback

GE COLOR VIDEO CAMERA



MODEL 1CVC2030E

- Two-Speed F1.4 Power Zoom Lens
- Macro Focus to Within 2" of Subject
- Adjustable Electronic Viewfinder
- Automatic/Manual Iris Control
- Telescoping Boom Microphone
- Fade In/Fade Out Switch
- Automatic White Balance
- 6 Ft. Camera Cable Included
- Adjustable Shoulder Rest

Employee Discount* \$145
Christmas Bonus Discount \$ 75
SAVE \$220

Employee Discount* \$110
Christmas Bonus Discount \$ 50
SAVE \$160

* Subject to the provisions of the Employee Product Purchase Plan. Note: For Employee use only. Employee discount does not apply if purchased as a gift.

OVER

MORE CASH REBATES!

CONTINUES FROM OCTOBER 1 THROUGH NOVEMBER 30, 1981

25EM2845K

Employee Discount* \$100
Cash Rebate \$ 50
SAVE \$150

- VIR II
- PROGRAMMABLE SCAN REMOTE CONTROL

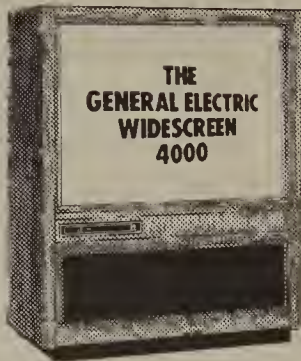


■ 25EM2846K ■ 25EM2847K ■ 25EM2849P
■ VIR II ■ PROGRAMMABLE SCAN REMOTE CONTROL

Employee Discount* \$100
Cash Rebate \$ 50
SAVE \$150

■ 25EM2850K ■ 25EM2854P ■ 25EM2855P
■ VIR II ■ DUAL MODE REMOTE CONTROL ■ QUARTZ ELECTRONIC TUNING ■ AUDIO OUTPUT JACK

Employee Discount* \$105
Cash Rebate \$ 50
SAVE \$155



"WIDESCREEN 4000"
45EP2000P

- VIR II
- DUAL MODE REMOTE CONTROL
- DUAL CHANNEL SOUND
- AUDIO/VIDEO INPUT/OUTPUT JACKS

Employee Discount* \$410
Cash Rebate \$150
SAVE \$560

25EM2870P

- VIR II ■ DUAL MODE REMOTE CONTROL
- DUAL CHANNEL SOUND
- AUDIO/VIDEO INPUT/OUTPUT JACKS

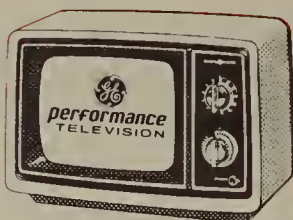
Employee Discount* \$135
Cash Rebate \$ 75
SAVE \$210



PLUS THESE EMPLOYEE DISCOUNTS*

10AB2402V
■ AFC ■ ACC
■ SOLID STATE CHASSIS

\$35
EMPLOYEE DISCOUNT*



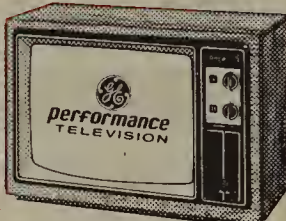
13AC2542W
■ COLOR MONITOR
■ PROGRAMMABLE SCAN REMOTE

\$50
EMPLOYEE DISCOUNT*



19EC1708W
■ VIR II ■ AFC

\$50
EMPLOYEE DISCOUNT*



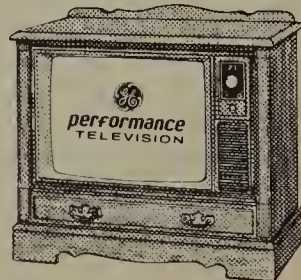
19EC2742W
■ COLOR MONITOR
■ SCAN REMOTE
■ ELECTRONIC TUNING

\$65
EMPLOYEE DISCOUNT*



25EM2822H
■ VIR II
■ QUARTZ ELECTRONIC TUNING
■ SINGLE KNOB CONTROL

\$80
EMPLOYEE DISCOUNT*



■ 13AC2504W **\$40 EMPLOYEE DISCOUNT***
■ AFC
■ WALNUT CABINET

■ 19EC2712W **\$50 EMPLOYEE DISCOUNT***
■ COLOR MONITOR
■ QUARTZ ELECTRONIC TUNING

■ 19EC2730W **\$55 EMPLOYEE DISCOUNT***
■ KEYBOARD ELECTRONIC TUNING

■ 19EC2754W **\$70 EMPLOYEE DISCOUNT***
■ VIR II ■ QUARTZ ELECTRONIC TUNING
■ DUAL MODE REMOTE

■ 25EM2824P **\$80 EMPLOYEE DISCOUNT***
■ VIR II ■ QUARTZ ELECTRONIC TUNING ■ SINGLE KNOB

■ 25EM2835K **\$90 EMPLOYEE DISCOUNT***
■ VIR II ■ KEYBOARD QUARTZ ELECTRONIC TUNING

■ 25EM2836L **\$90 EMPLOYEE DISCOUNT***
■ VIR II ■ KEYBOARD QUARTZ ELECTRONIC TUNING

■ 25EM2837K **\$90 EMPLOYEE DISCOUNT***
■ VIR II ■ KEYBOARD QUARTZ ELECTRONIC TUNING

■ 25EM2856L **\$115 EMPLOYEE DISCOUNT***
■ VIR II ■ DUAL MODE REMOTE ■ QUARTZ ELECTRONIC TUNING ■ AUDIO OUTPUT JACK

■ 25EM2858K **\$115 EMPLOYEE DISCOUNT***
■ VIR II ■ DUAL MODE REMOTE ■ QUARTZ ELECTRONIC TUNING ■ AUDIO OUTPUT JACK

*Subject to the provisions of the Employee Product Purchase Plan. Note: Employee discount does not apply on consoles if purchased as a gift.

We bring good things to life.

GENERAL  ELECTRIC

C-O-L pay increase to raise rates for hourly, nonexempt employees

Allen County
Fort Wayne
Dec. 28, 1981

All hourly and nonexempt-salaried employees at Fort Wayne GE locations will be increased Monday, Dec. 28, by this year's second cost-of-living adjustment.

Hourly rates go up 26 cents an hour, while nonexempt-salaried weekly rates advance \$10.40.

The exact amount of this increase was determined a few days ago when the federal government released October's Consumer Price Index for urban wage earners and clerical

workers (CPI-W).

Under the contract agreements negotiated by the company and the unions in 1979, this year's total cost-of-living pay increase is based on the rise in the index from October 1980 to October 1981.

Over that 12-month period, this index rose 10.0 percent. Because the formula provides a one-cent-an-hour increase for each full 0.2 percent rise in the index, the total cost-of-living pay increase in 1981 is therefore 50

cents for hourly rates and \$20.00 for nonexempt-salaried weekly rates.

Of this total, 24 cents were added June 29 to hourly rates and \$9.60 to weekly nonexempt-salaried rates — leaving a balance of 26 cents to be added Dec. 28 to hourly rates and \$10.40 per week to nonexempt-salaried rates. (There was also a general increase last June of 15 cents an hour or \$6 a week.)

More Benefits Too

Employee benefits, the other part

of the GE compensation package, will also be affected by the coming cost-of-living increase. That's because the benefits paid under several plans are linked directly to earnings so that as pay goes up, so does the value of benefits.

For example, those participating in the Savings and Security Program will automatically be saving more each payday and the company's 50 percent match will amount to even higher savings.

SMD, GPM slate layoffs Dec. 11

The economic recession continues to affect the market for GE motors and employment levels here in Fort Wayne. About 165 production workers will be laid off at the close of work Friday, Dec. 11.

GPM, Section 14, Taylor Street, has announced an indefinite reduction in its labor force by about 70 employees on Dec. 11. Plant Manager Jim Stehlik explained that order rates for motors have fallen off and that an upturn is not expected in the near future.

At GPM, Winter Street, about 20 employees will be laid off after Dec. 11. Also, employees associated with the Hermetic Room have been notified of a temporary lack of work the week of Dec. 14. As a result of this and previously announced lack-of-work weeks, the Hermetic Room will be shut down the last three weeks of the year.

A continued decline in demand will mean about 75 SMD employees will be placed on indefinite layoff Dec. 11.

In addition, SMD will shut down production the week of Dec. 14-18, and a line rate reduction will go into effect at that time.

Housing continues tumble

SMD, in particular, depends on housing-related markets for sales. Housing starts sank to a 15-year low in October, according to the U.S. Commerce Department. At the same time, building permits for future construction dropped for the sixth consecutive month, suggesting that no recovery is near in housing-related markets for motors.

Meanwhile, interest rates, which have been blamed for housing's decline, have fallen in recent weeks. Spokesmen for builders and lenders said in a recent New York Times story that the worst may be yet to come in housing but that a recovery is possible by mid-1982 if interest rates continue to decline.

General Electric News

DECEMBER 4, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 44

Energy Saver motors to make TV debut

Television commercial 'Shared Initials' features employees on December GE Theater presentation

The lights were hot, the cameras were rolling, and the excitement equaled that of a Hollywood studio at several GE factories and offices last summer as employees were filmed at work. The finished product is a commercial called "Shared Initials" which features GE employees "bringing good things to life."

At 9 p.m. Sunday, Dec. 6, the new advertising campaign will make its official debut on ABC stations when the season's first GE Theater features "A Long Way Home," a drama starring Brenda Vaccaro and Timothy Hutton.

"Shared Initials" was filmed on location in Schenectady, Cleveland, Evendale, Louisville, Palo Alto, and several other GE locations. It is one of eleven commercials in the new campaign.

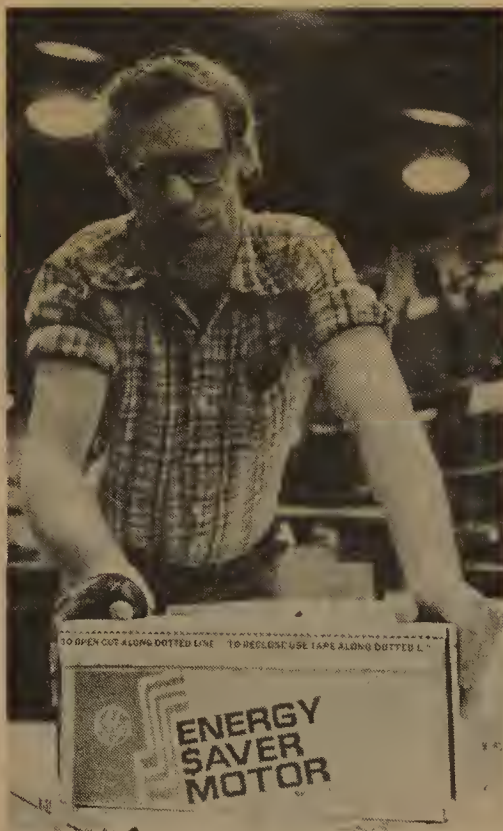
A way of saying 'Thanks'

"We want employees to realize that General Electric is more than buildings and machines," said Karl Koss, corporate advertising manager. "Mostly it is the employees who make the company what it is. 'Shared Initials' is a way of saying thanks to them, and a way of saying to Americans that GE people are very special."

"We bring good things to life" grows

According to Bart Snider, corporate advertising project manager, the new campaign extends the "We bring good things to life" theme used during the past two years by the Consumer Product and Services Sector. Snider said the goal of the new campaign is to broaden that theme to represent all GE products from light bulbs to factory automation systems.

"America is moving into a replacement era. The economy is forcing consumers to buy more selec-



Made in Fort Wayne

Mike Barnes packages a GE Energy Saver motor manufactured at SMD, Taylor Street. Energy Saver motors, such as employees at SMD and GPM manufacture here in Fort Wayne, will be the subject of a television commercial this month on the GE Theater. It will be the first time ever that GE motors have been featured on a national TV ad. SMD, Section 15, makes Energy Saver motors for use in air conditioning and furnace applications. GPM manufactures Energy Saver motors for farm, industrial, pump and many other uses. The commercial points out that GE Energy Saver motors can more than pay for themselves in energy cost savings.

tively," Snider explained. "When consumers decide to buy, they want to be sure they are getting value."

Snider said this attitude extends beyond the everyday consumer. It extends to the industrial and capital goods consumer as well. "Businesses are looking for more than just new products; they're looking for solutions to their problems. As competition grows, we have to be acutely and accurately aware of the needs of our customers."

Ad campaign is investment

Koss noted that the campaign is being launched at a time when the economy continues to be uncertain and a number of our businesses are struggling because of market conditions.

"Advertising is more important than ever in times like these. Just as we make investments in tools, equipment, buildings, we mustn't forget investments in marketing; more than ever, share-of-market is going to be driven by 'share-of-mind.' Therefore, we need to make people want to buy GE."

Two GE Theaters in December

Koss said in addition to "A Long Way Home," a second GE Theater is planned for December. "Bill," a drama starring Mickey Rooney, will be aired Dec. 22. Employees should check local listings for further details.

See related story, Page 4.

GE THEATER presents ...

A LONG WAY HOME

Starring Brenda Vaccaro & Timothy Hutton

Sunday, December 6

ABC-TV

9 p.m.

GE insurance plans pay \$25,000

After 3 surgeries employee says, 'I'm one lucky lady'

When troubles come, they come in battalions.

At least that's the way it was for Maxine Hathaway who returned to work at HMO, Building 17, Monday after three surgical operations and nearly a year's absence.

"I'd never had any surgery before this year," said Maxine as she returned to her job in the lead section at HMO. But last December, Maxine became ill and one after another, things began to go wrong with Maxine's health. By the time she returned to work, various GE insurances had paid nearly \$25,000 worth of bills and income.

She was scheduled for gall bladder surgery in February, but she developed acute bronchitis, and the surgery was postponed to March 26. Following surgery, Maxine woke up in the coronary unit and was beginning to wonder if she'd ever return to her job.

"I got worried because I had piled up so many bills already, so I called the GE medical benefits office from my hospital bed. They assured me that I was covered."

Then on June 4, Maxine returned to the hospital for the first of two cataract operations to implant artificial lenses behind each iris.

Awake during eye surgery

The general anesthetic in the first eye surgery made her ill, so the second time she remained awake

'When Weekly S&A benefits stopped in mid-June, LTDI started paying me \$650 per month. It was my ace in the hole.'

While her health seemed like it was falling apart . . . her GE benefits package came together for her when she needed it most.

during surgery with only a local anesthetic.

"My eye was numb, but I could see shadows now and then," she remembers.

"With glasses I now have 20-20 vision in one eye, and I can see long distances very well," says Maxine. "My doctors say I am very lucky."

She also feels lucky to have had GE insurance protection.

While her health seemed like it was falling apart at every turn, her GE benefits package did just the opposite. It came together for her when she needed it most.

Maxine said her medical and hospital bills came to over \$15,000.

"My Weekly Sickness and Accident Insurance paid me for lost wages for the first six months. The total was over \$4,500.

Disability insurance payoffs

"I just thank God I had Long Term Disability Insurance, too. I remember when some of the women I worked with got out of LTDI because it wouldn't start paying until you were off six months. I don't know what I'd have done without it for the last 5½ months. When Weekly S&A checks stopped in mid-June, LTDI started paying me \$650 per month. It was my ace in the hole.

"The combination of all these insurance companies has paid out about \$25,000 on my behalf."

Maxine said she has taken advantage of every GE benefit she could



Maxine Hathaway (left) checks in with Sally Eubank in HMO employee relations before returning to work on Monday.

along the way.

"I got into LTDI when it first started and the Savings and Security Program and the Retirement Option Account when they started. Fortunately, I never had to touch my savings because that's set aside for retirement. But I know that money's there if I need it."

Maxine said she feels better than she has in a long time and was anxi-

ous to return to work.

"I'll have 40 years with GE in July 1982 and will turn 60 in February, 1983. When I retire will depend a lot on Social Security, but I would like to retire with a full pension.

"I'm thankful that I have my health back and am able to work again. I certainly got my money's worth out of my GE benefits," said Maxine. "I'm one lucky lady."

'Double credit' may apply

Now is time to gather medical bills

December is an excellent time to take stock of your medical bills for 1981, says Homer Jennings, manager of insurance claims disbursements.

A big reason is the "carryover deductible" provision of the GE Insurance Plan. Bills or doctor visits, prescription drugs and other Type B expenses used to meet the deductible requirement in the fourth quarter of the year may also be applied toward meeting the deductible in 1982 — a double credit.

The deductible requirement for Type B insurance is \$50 for an individual and \$125 for a family. That is, an individual must pay the first \$50 of claims in any one year. Any bills incurred between Oct. 1 and the end of the year and used to meet these deductible requirements can also be used to meet the deductible requirement for 1982.

This provision applies only to covered Type B expenses and only to medical claims incurred in the last three months

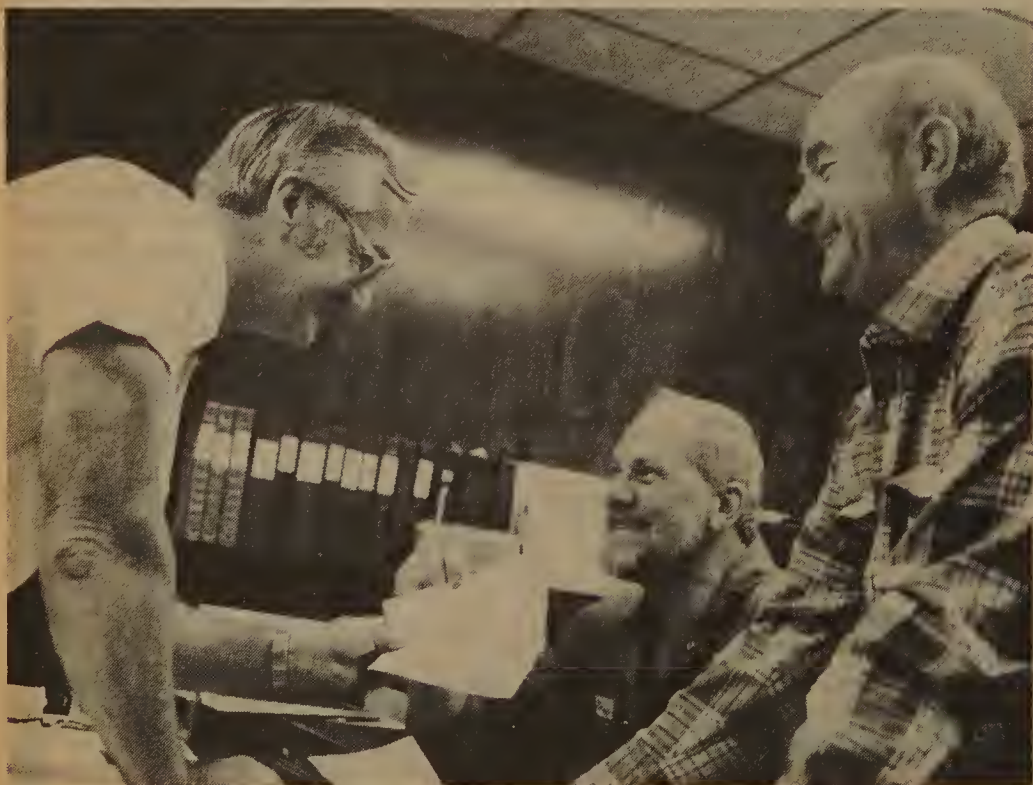
of the year.

For instance, suppose you had \$10 of Type B expenses prior to Oct. 1, 1981, which lowered your remaining deductible requirement to \$40. Then in the last three months of the year, you incurred Type B expenses of \$40. You would have to pay all \$50 of the total for 1981, but you would get a credit of \$40 toward meeting the deductible in 1982. So it takes only \$10 more of Type B expenses in 1982 to fully meet the \$50 deductible.

Once the deductible requirement is met, the GE Insurance Plan will pay 85 percent of additional Type B covered expenses incurred during the calendar year.

"December is a good time to gather medical records not only for filing claims, but also for preparing tax forms," noted Jennings.

"We encourage employees to submit claims as soon after the beginning of the year as they can for expenses incurred in 1981."



Power house suggestion awards total \$315

Web Simpson (left), manager of utilities/power house, presents suggestion awards to Bill Griffith (center) and Lloyd Germano. Griffith, Taylor Street power house, received \$206.46 for his suggestion to close unused air holes on boiler ram boxes, thus extending the life of the caps. Germano, Winter Street power house, received an award of \$109.08 for his suggestion to remove valves in the compressor room which were no longer in use and to use the valves on the steam header in the boiler room where valves needed to be replaced.

Alley Chat

By Connie Houser

Les Palmer ties record in the dark

Not only did Les Palmer tie the single-game high for the season, but he did it in the dark.

The Pete & Tillie League bowls the first game on special nights with the lights turned out. Les bowled a 279 game to tie Dave York for the lead.

After the lights were turned on, Les didn't do so well. He rolled a 163 and a 183 for a 625 series.

League Wrap-Up

Pete & Tillie League		Guys & Dolls League	
Les Palmer (279)	625	Gert Snyder (189)	508
Paul Ragan	233	Lois Hill	181
Blane Oliver	218-214	Doug Haller (221)	607
Jim Tracey	209	Howard Baker	212

GE Office League		Hermetic League	
Harold Baker (231)	611	David Uncapher (226-215)	638
Phil Hill, Jr. (212)	600	Ralph Thomas (216-213)	614
Art Seidel	236	Rich Covey	251
Wayne Herrberg	226	Jim Trahin	246
Tom Schible	222	Larry Clements	234
Richard Hill	215	Frank Cochran	221
Walt Rieger	213	Tom Kineschy	213
Gil Baker	212		
Cal Mansfield	210		
Don Shirk	210		
(24 200-or-better games)		Friday Nite Taylor St.	
		Ollie Chester	229
		Dick Gick	224
		Tony Fahling	212
		Jack & Jill League	
		Carol Anderson (212-184)	530
		Dortha Ramsey (181)	523
		Rosie Ort (206)	519
		Janie Fischer (184)	517
		Jean Reinking	508
		Margaret Foreman	185
		Monday Nite Ladies	
		Diann Williams (190-197)	556
		Shirley Bohner (203-185)	538
		Vicki Wagner	180
		Tuesday Afternoon Ladies	
		Louise Young (192)	534
		Carol Meads (185-191)	520



Carl Brandt (left) and members of the GE Golden Squares square dance club put on a show for residents of the Lutheran Home last month. Brandt, retired from GPM engineering, is shown shaking hands with Willie Schmidt. Others pictured from left are Millie Johnson, retired from Building 26-3; Doyle Johnson, retired from Building 27; and Frank Welch. The Golden Squares dance regularly at the GE Club.

ADLETS

RIDE WANTED

SAINT FRANCIS COLLEGE AREA TO W. BDWY, 1st shift. 432-0140.

OR CARPOOL, DECATUR to Taylor St., 8 or 8:30 to 5:30 p.m. 1-724-8011.

FOR SALE

GE RANGE HOOD w-2 spd fan & light with dimmer, wht., \$15. 639-3565.

YAMAHA TROMBONE, like new, with case, \$150 or offer. 483-2767.

BUNK BEDS; '72 Chev. Impala, 4 dr. 456-8311.

BOX SPRINGS & MATTRESS, \$50; qn sz hdbd & frm, \$150; dinette & chairs, \$75; refrig, \$100. 745-9603.

19 CU. FT. SIDE-BY-SIDE REFRIGERATOR, \$100; 4 cyc prtbl dshwshr, good cond., \$65. 489-9168.

FORMICA BUTCHER BLOCK TABLE, 36"x36", \$50. 444-4023.

SNOW TIRES with rims, 2, 825x15 or H78x15. 483-0982.

HAIRPIN LACE TABLECLOTH, 80 yrs. old, handmade, mint cond. 489-3763.

'78 DATSUN B210GX HATCHBACK, 33,000 miles, one owner. 422-3973.

BOXSPRINGS & mattress, full sz.; medicine cabinet & sink. 485-8848.

BABY WALKER, swing-o-matic; snow tires, reas. 432-2896.

TRAILER, 8'x40'; Yamaha snowmobile, GS 340, 26 HP; Suzuki motorcycle, 340, w-sissy bar. 1-856-4440.

SOLID WOOD quartz clocks & picture frames. 422-7103.

SNOW TIRES, 2, ww, D78-14, \$10 each. 456-1568.

UPRIGHT HOME FREEZER, 19 cu. ft., Manitowoc, \$125. 1-724-4343.

BOY'S HOODED WINTER JACKET, sz. 16, \$6; misc. clothes. 745-2846.

CARPET, red, shag, 19'x11'5". 485-6821.

'75 LARK MOTOR HOME, roof air, Dodge chassis, mint cond, \$15,000; AMF riding mower, 8 HP, 36" cut. 672-2155.

TWO-WHEEL TRAILER, 4'x8', hvy axle, high sides, \$150. 495-3044.

HUMIDIFIER, 14 gal., like new, used 3 mos. 447-5272.

COLT .45, cmbt comm, pchmyr grips, ex. cond, \$300; 22 cal. rifle, Ruger 10/22, good cond., \$90. 1-356-2375.

POOL TABLE, slate bed & access., good cond., \$300. 747-5321.

WORLD BOOK ENCYCLOPEDIA YEARBOOKS, '62-'70, new, \$2 ea.; Book of Knowledge for Children, 10 vol., \$15. 745-7145.

WIRE WHEEL DISCS, 15", Hires brand, like new, half price. 432-9026.

'78 CJ5 JEEP, new top, less than 30,000 miles, aft. 5 p.m. 637-6982.

30" RANGE VENTILATION HOOD, \$25. 627-2873.

LADIES COATS, fake fur & leather, 3/4 length, sz. 14, \$50. 745-9918.

DUAL AXLE CAR TRAILER, bst offer. 672-3322.

'77 OLDS TORONADO, 48,000 miles, will trade up or take cash. 747-4066.

FOREST GREEN SPRUCE CHRISTMAS TREE, 7 1/2', 745-0897.

RADIAL TIRES, glass belted, 2, like new, P165-80x13. 484-6526.

STEREO & SPEAKERS, air hockey; race track games. 485-4173.

BOY'S 26" 10 SPEED BIKE; power mower; Eureka vacuum. 749-8445.

CERAMIC MANGER SCENE, 18 pcs. 1-419-399-3923.

'76 PLYMOUTH VOLARE, runs good, clean, good mileage, \$2100, aft. 3 p.m. 447-5789.

WILSON JR. GOLF CLUBS, ex. cond., \$25. 443-9203.

FISHER WOOD STOVE; kerosene heater, both exc. cond. 1-786-3804.

MAN'S SUIT, 2 pc., sz. 42 long, \$5. 745-2120.

'63 CHEV PICKUP, good motor; 2 pr. insul. drapes, 80"x78". 422-0270.

PURE STABILIZED ALOE VERA JUICE, by qt. or gal., 55 gals. 1-837-7611.

UPRIGHT FREEZER, 14.8 cu. ft., self defrost., exc. cond. 747-3513.

GIRL'S RINK ROLLER SKATES, sz. 5 1/2, Hyde-Sure-Grip, good cond. 747-4130.

17.2 CU. FT. REFRIGERATOR, hrvt gld, 2 yrs. old, ice maker, exc. cond., aft. 6 p.m. 637-5066.

HOUSE, SE, 3 bdrms, basement, refrig, stove. 447-2280.

ELEC. ADDING MACHINE; prtbl manual typewriter. 747-4233.

ELEC. STOVE, 40"; gas dryer, \$20 each. 424-8607.

GARDEN TRACTOR TIRE CHAINS, 22.0x7.50. 493-3144.

FIREWOOD, well seasoned, oak, hickory, ash, by cord only. 639-6555.

GAS RANGE, Magic Chef, dbl oven, tinted glass oven doors, \$100. 623-3470.

FRANKLIN FIREPLACE, grate, screen, pipe & asbestos board, \$85. 357-5920.

REMINGTON 12 GA SHOTGUN, dbl bbl, \$95. 638-4828.

AIR COMPRESSOR, .5 HP, 20 gal., vert., like new, \$150 firm. 745-3189.

FIREWOOD, mixed hardwoods, well seasoned, cords only, south part of town. 622-7107.

DESK CABINET for Singer sewing machine, walnut, \$40. 447-1605.

12' ALUMINUM FISHING BOAT, \$200, aft. 4 p.m. 747-2527.

ALUMINUM STORM DOOR, 32"x80". 432-3060.

'47 CADILLAC, restore or parts, rebuilt trans., etc., \$500 firm; 275 gal oil tank; refrig. 447-5910.

BOY'S SNOWSUIT & sweater set, sz. 18 mos., \$10 each. 446-5033.

ALUMINUM STORM WINDOWS: 6, 36"x39"; 4, 36"x55", \$3 each. 747-5730.

GAS STORAGE TANK, 250 gal. 747-5992.

32" SNOW BLOWER for Wards 8 HP tractor, \$100. 489-3812.

LUGGAGE, 4 pcs., part Samsonite. 745-1630.

BOY'S DOUBLE BLADE ICE SKATES, sz. 12, good cond; sled, 40". 432-8644.

ELECTRIC CURLING IRON, almost new. 432-9871.

VW, gas heater, bst offer. 486-2331.

PINTO SNOW TIRES & WHEELS, like new, \$35. 493-2241.

CARPET, multi-color brown, Antron IV, 158 sq. ft., \$75. 432-7356.

SPACE HEATERS, gas & oil, before 9 a.m. 693-2671.

SPLIT FIREWOOD, delivered. 1-723-5339.

SINGER PORTABLE ZIG-ZAG with fashion discs, \$125. 485-3853.

FUR COAT, rabbit, \$200. 747-5461.

DOUBLE BED, with box springs, matt & headboard. 483-3373.

42" ROUND MAPLE COFFEE TABLE; exercise bike. 489-9373.

TORO SNOW BLOWER, small, 1 yr. old, like new, \$175. 672-2328.

DOWNHILL SNOW SKIS with poles, 190 cm, top brands, \$40. 749-4681.

WATER SOFTENER, Aquatek, like new, \$100. 485-3962.

EXERCISE BIKE, like new, aft. 8 p.m. 744-5647.

CHILD'S ELECTRIC ORGAN with bench, like new, \$30. 747-9881.

'70 FORD PICKUP HALF-TON with cap, 6 cyl, bst offer. 639-3244.

SHARPENING EQUIPMENT, all kinds, Foley & Belsaw. 1-592-7279.

TIRES, 2, Delta glass, H78x15, 10,000 miles, \$15 each. 484-6756.

GAS RANGE, Tappan, \$75. 485-4788.

WANTED

DEPRESSION GLASS, pink Cherry Blsm sherberts & Fostoria "Shirley" salt & pepper shakers. 639-3565.

REPAIRMAN to repair floor in camper; '72, 3/4 ton truck bed, good, reas. 745-9378.

COMPLETE WEIGHT LIFTING SET or bench. 637-3974.

OLD NEWSPAPERS, will pick up. 484-4251.

PORTABLE ELECTRIC FAN, 5" or 6". 672-2322.

WHITE DESK for little girl's room. 749-0159.

LIONEL & American Flyer trains, any cond. 1-724-8011.

CRYSTAL, Fostoria Heather pattern, any pieces. 747-5461.

AIR COMPRESSOR, small, prtbl, used, aft 5 p.m. 1-419-363-2788.

'76 CIVIC ENGINE for Honda. 672-3781.

BENCH PRESS BENCH. 749-0618.

SERVICE

SPRAYED & TEXTURED CEILINGS, glitter, dry

wall. 456-3848.

PROFESSIONAL CARPET CLEANING, \$10 per room, 4 p.m.-9 p.m. for appt. 489-4395.

PHOTOGRAPHY, weddings, indiv & fmly portraits, weddings, children. 432-9753.

BABYSITTING in my home near Georgetown Square. 493-6156.

PHOTOGRAPHY, portraits, weddings, children. 426-8864.

HOUSECLEANING, \$20 per job, general cleaning. 747-5566.

CONTINUOUS GUTTERS, alum. siding, window coverings, garage doors. 627-2429.

BABYSITTING. 745-2764.

PORTRAITS from photo, great Christmas gifts, reas. 426-7233.

BABYSITTING in my home near Elmhurst H.S. 478-1242.

FOR RENT

SW TWO BEDROOM APT., upper, newly decorated, appls., heat & water furn., adults, deposit, \$160. 747-2464.

REMODELED 5 rm apt, SW, appls, util, bsmt, \$165. 747-0241.

TWO BDRM UPPER, clean, unfurn, heat & water furn, Wall St. 426-2407.

EXECUTIVE HOUSE, Papermill Bluffs, 3 bdrms, 2 1/2 baths, grt rm, oversz garage, \$550/month. 432-7910.

SMALL HOUSE IN ROANOKE, bsmt, carpet, lg lot, ref., dep., no pets. 672-2094.

HOUSE, New Haven, 3 bdrms, fully carpeted, bsmt, gar, ref, \$350 plus util., aft. 5 p.m. 493-4779.

ONE BDRM APT near Bdwy, cable TV, laundry, dep. 745-2907.

LOST

40 YR. SERVICE PIN, reward. 432-2291.

FOUND

RING, Winter Street, identify & claim at guard-house. Ext. 7290 or 7271.

FREE

PUPPIES, shepherd mix, days. 422-3904.

LONG NEEDLE PINE GREENS & boughs, etc., eves. 483-1423.

*ADLETS

GE NEWS BLDG. 18-3

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INDICATE TYPE OF AD HERE:

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- ☐ Lost
- ☐ Found
- ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the **GE News**. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

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Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture

Signature _____



GE Theater drama is based on real life experiences.

'A Long Way Home' airs Dec. 6

"A Long Way Home," starring Oscar and Emmy winner Timothy Hutton as a teenage adoptee on a relentless odyssey to find his brother and sister, each adopted by different families when they were young children, will be seen on the GE Theater, Sunday, Dec. 6 at 9 p.m. on ABC-TV.

To help increase GE Theater's audience and effectiveness, employees here in Fort Wayne will want to call the program to the attention of friends and neighbors.

Vaccaro co-stars

Brenda Vaccaro co-stars as an empathetic social worker who is first obliged to separate the three siblings in order to place them in good homes, and then is instrumental in their reunion years later.

Inspired by the real life experiences of Donald Booth and his brother and sister, who were aban-

doned by their natural parents in South Miami, Fla., the two-hour teleplay dramatizes the trauma afflicting some of the estimated 500,000 children now in foster homes throughout the country.

When Donald was six, his natural parents left him in charge of David, three, and Carolyn, under two, in a South Miami house with no food, no money.

"Then everything close to me was taken away," says Donald, who remembers the abandonment vividly. "My parents, they split. The police and the welfare people took my brother and sister away."

In "A Long Way Home," the adoption agency worker is forced to separate the three youngsters in order to find good homes for each; and then, years later, she helps Donald find them again — as he really did, four years ago.

In memory

Mildred M. Fetting, Huntington, died Nov. 25. She worked in drafting at STD, Building 31-2, prior to retiring in 1959.

Robert E. Henry, 2321 Belle Vista, Fort Wayne, died Nov. 22. He was an inspector at Taylor Street, GPM.

Cyril Helmann, 515 Nuttman Ave., died Nov. 21. He worked at the Decatur plant before retiring in 1973.

Lloyd Covault, 5275 Stelhorn Road, died Nov. 21. He was an inspector at GPM, Winter Street, prior to retiring in 1973.

John Herney, Jr., 2515 Kensington Blvd., died Nov. 23. He was an inspector at STD, Building 26-4, prior to retiring in 1964.

F. Lamoyne Gale, Silver Springs, Md., died Nov. 21. He worked at GE Fort Wayne prior to retiring from the Schenectady, N.Y., plant.

Harold E. Garrett, 2209 St. Joe Center Road, died Nov. 18. He was a designer at SMD, Building 19-4, prior to retiring in 1964.

Paul F. Schoenherr, 3123 S. Anthony Blvd., died Nov. 17. He was a carpenter at GPM, Taylor Street, before retiring in 1965.

Area Services employees earn extra paychecks

Donald Bentz (left), electrician at Area Services, Taylor Street, was awarded \$256.78 for his suggestion to put covers over the overload relays on fans for the power house boilers to keep coal dust out of the micro switch resets. This resulted in elimination of serious problems in the operation of the boilers and savings in labor costs. **Hallis Pressler** (right), machinist at Area Services, was awarded \$140.37. His suggestion for improvements on die boxes for the C drawing machines resulted in a better job of drawing the wire and made it easier for the welders to braze the die seat.



Reflects OSHA regulation

Medical, exposure records available to employees

To operate its business and comply with government requirements, General Electric maintains many types of personal information about employees, including medical and exposure records. GE also protects employees' right to privacy through procedures outlined in a series of Fair Information Practices Bulletins, which are management guidelines for determining who has access to such information.

Under these Fair Information Practices, General Electric employees have the right to inspect most personal information pertaining to themselves which is maintained in company record-keeping systems. This includes the right of access to their medical records.

In 1980, the Occupational Safety and Health Administration (OSHA) published a regulation regarding access to employer-maintained medical and toxic exposure records. The regulation applies to employees who work in areas where exposure to toxic substances or harmful physical agents is possible. The right of

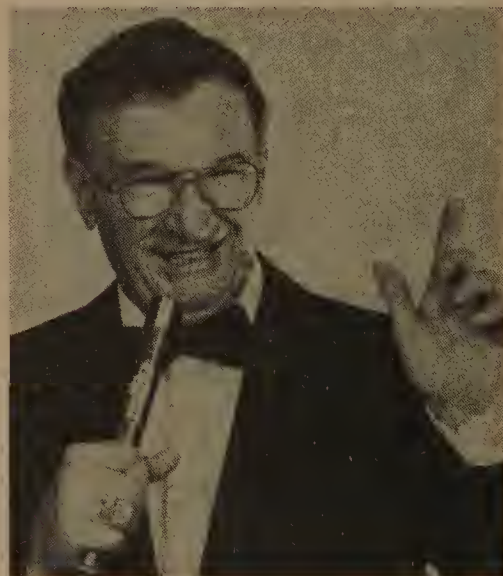
access extends to employees, their designated representatives, and to OSHA.

Medical records contain information about an employee's medical history and health status, while exposure records contain information concerning an employee's exposure to toxic substances or harmful physical agents.

Both types of records are located in the Medical Clinic (Dispensary), and Dr. Ronald W. Barr, M.D., is responsible for maintaining these records.

The complete text of the "OSHA Permanent Standard for Access to Employee Exposure and Medical Records" is available for review in offices of the following people: Francis Harter, STD; Clarence Nahrwold, GPM, Broadway; Jeff Cary, HMO; Jim Hawthorne, GPM, Taylor Street; and Mark Jackson, GPM, Winter Street.

General Electric Fair Information Practices Bulletins are available for review in plant employee relations or finance offices.



"Mr. Sound Effects", Wes Harrison (above) will emcee the Children's Christmas Party at the GE Club, Saturday, Dec. 12. Joe Trolly and his marionettes (right) will provide entertainment along with The Dimwits at 12:30, 2:30 and 4:30 p.m.



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General Electric News

DECEMBER 11, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 45



Jan Perry lets a computer do inventory searches at STD.



Brenda Aldridge runs a computerized transformer test.

Computers helping STD employees do their jobs better

"The computer has made my job easier," says Jan Perry, stockkeeper for Specialty Transformer in Building 19-1.

No longer does she have to wait a day to find out what the inventory is for materials and parts. No longer does she have to call several stockrooms around the plant to locate parts when inventory runs low. The computer tells her instantly what the inventory level is and where the parts are in the plant.

In Building 26-1 another STD employee, Brenda Aldridge, uses a computerized testing station to conduct final tests on transformers.

These are just two examples of how sophisticated computers are being used in Fort Wayne GE locations to aid employees involved in production.

In years to come, product departments will make further use of the computer to improve product quality, increase productivity and improve the working environment of GE factories.

All stockrooms have CRTs

At STD, for example, all stockrooms are equipped with Cathode Ray Tube (CRT) terminals which look like typewriter keyboards attached to television screens. These terminals are a part of STD's MM3000 Materials Management System, which runs on one of the department's HP3000 computers.

"I had to learn the terminology and had a couple of weeks of instruction," says Perry. "You still have some mistakes, but there is a lot less writing and the computer is more efficient than the old way."

The computer shows an up-to-date inventory of every stockroom at a glance. The goal of the system is to get the right production part to the right place on time.

Bob Hite, another 19-1 stockkeeper, explains, "If you make a mistake, the computer tells you right away. It won't let you enter the wrong part number, if that part number doesn't exist. And if you try to withdraw more material than you have in stock, the computer tells you," he says.

No one claims the computer system is perfect — it's only as good as the data given to it — but it has helped stockkeepers do their job better, says Don Mosure, supervisor of material control.

"The computer gives us information we've never had before. As time

goes by, we will add to the system and do more and more with it. Some day, we hope to eliminate the short sheets so our supervisors have more time for production planning and training instead of firefighting."

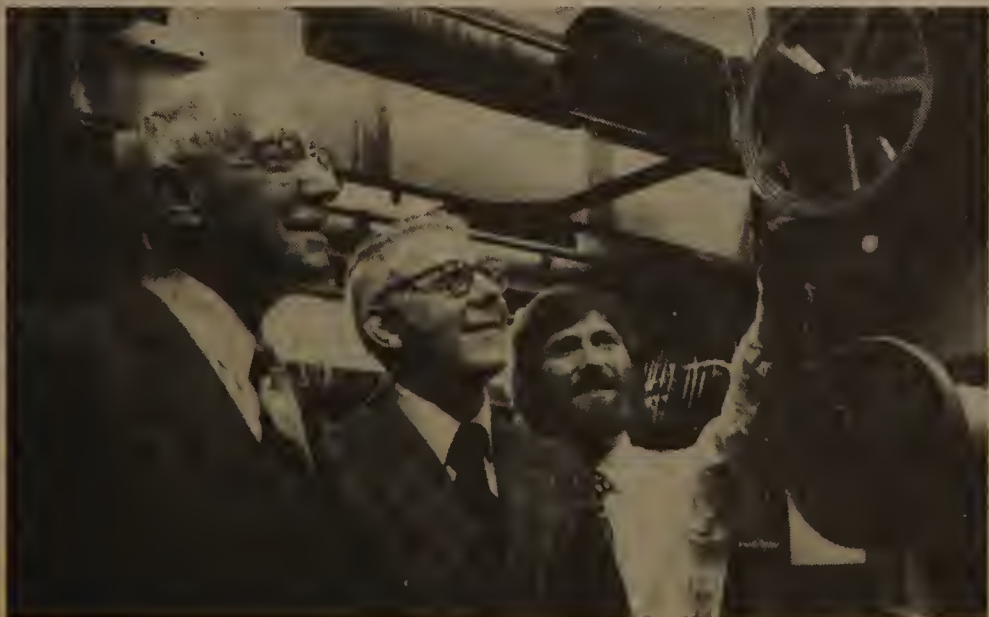
Tester uses computer

Brenda Aldridge, a tester in Building 26-1, uses a computer of a different sort in her job every day. She performs final electrical tests on transformers of the type used in many machine controls.

The test system is the first in a series of investments in small-power auto test equipment which will total over \$250,000 in 1982.

"It's a lot easier doing the tests with this equipment," Brenda says.

See COMPUTERS AT STD, Page 3.



Harry Beltz, his son Paul and Paul's son Mike at the Wire Mill.

Father, son, grandson make GE careers a family affair

Like father, like son, like grandson — three generations of Beltzes have accumulated 93 years of service with GE, 57 of those years at the Wire Mill.

Paul Beltz will retire Jan. 1 from his current assignment as supervisor of incoming inspection and materials process. Three of his nearly 36 years at GE were spent at the Wire Mill.

His father, Harry, spent all 48 years and eight months of his GE Career at the Wire Mill. "I did everything but wire drawing and enameling. I wouldn't have left for anything," he said.

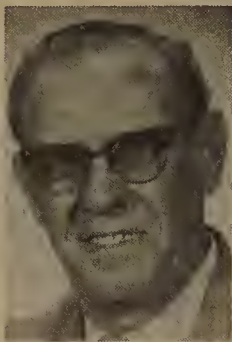
Harry started working at GE in 1917 when he was 16 and when the wire mill was in Buildings 6 and 8.

Paul's son Mike is manager of quality control at the Wire Mill — five of his eight years with GE have been spent there.

Paul is one of over 50 Fort Wayne GE employees who will retire Jan. 1. Photos and stories on many of them are on pages 2 and 3.

New Year retirees welcome time for hobbies,

Chalmer L. Hart retires with 39 years of service. He started in final assembly, GPM, Building 4-5. His final assignment was truck driver, MTO, Taylor Street. "I have liked my work at General Electric; they have good benefits. I plan to spend my winters near Bradenton, Fla., and do some fishing."



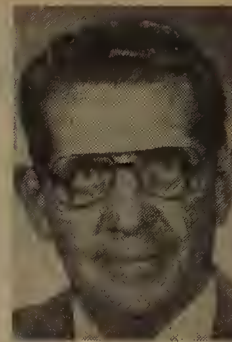
Charlie Whitt retires with 35 years of service. He began as a pre-loader in General Services, Building 20-2. He worked on a hand machine on his final job at GPM, Building 4B. "I've enjoyed my co-workers and the employee benefits. I hope to make good use of GE benefits during retirement."



Howard W. Demsey retires with 41 years of service. He began as a machinist toolmaker in Building 12-2. His final assignment was manager-of-tool manufacturing in MTO, West Broadway. "GE has been good to me for 41½ years. I plan to spend some time at golf, fishing, and hobbies and in general try to enjoy one day at a time."



John L. Hunnicutt retires with 36 years of service. He began as a Bullard operator at Taylor Street. His final assignment was foreman, MTO, Wire Mill. "The company and people were great. Now I'll take one day at a time."



Leo D. Freed retires with 38 years of service. He started in the welder's training course at Taylor Street. His final assignment was truck driver, MTO, Taylor Street. "The many friends I have made will be missed greatly, but the various interests and hobbies I have should make every day a joy."



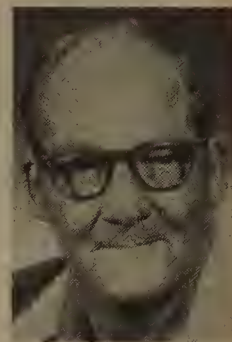
Paul V. Beltz retires with 36 years of service. He began as a lab assistant in Building 28-2. His final assignment was supervisor of receiving inspection in STD, West Broadway. "My plans will be to take one day at a time, continuing church activities, catch up on fishing, and work around our home."



Paul E. Beaver retires with 38 years of service. He began in the Facilities Training School at Taylor Street. His final assignment was connect and weld in STD. "I chose GE because of friends working here at the time. I plan to do all the little jobs I saved for retirement."



Bob W. Kahlenbeck retires with 40 years of service. He began as an apprentice in the Apprentice School, Building 12-2. His final assignment was toolmaker, MTO, Building 19-3. "I went to the Apprentice School and have been in the main tool room all the time. Now I'm going to farm."



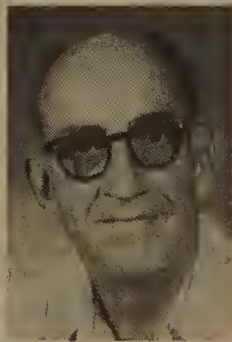
William C. Nickerson retires with 45 years of service. He began as a machinist apprentice, Building 12-2. His final assignment was in GPM Winter Street as a process and equipment analyst. "Friends I have made here will be missed but not forgotten. I hope to enjoy some travel and hobbies from here on."



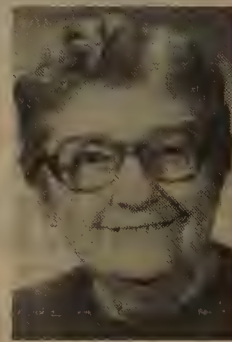
Juanita "Skeeter" Rhodes retires with 39 years of service. Her first assignment was miscellaneous small drill in GPM, Building 17-1. She was on name plate in GPM, Taylor Street, on her final job. "I am leaving GE after 39 years with no regrets, and maybe a few tears. My husband is planning, along with me, to see more of our beautiful country. We'll get in our van and be on our way, for a camping trip around the U.S.A."



Warren G. Harding retires with 40 years of service. He began as a bench lathe operator in GPM, Building 4-1. His final assignment was wire drawer in the Wire Mill, Taylor Street. "I hope to enjoy travel, gardening, and fishing with my new bride, Adeline."



Virginia Barton retires with 16 years of service. She began as an inspector in SMD, Section 15, Taylor Street. Her final job was in Quality Control, SMD, Section 15, Taylor Street. "I've enjoyed my years here. Goodbye to all my wonderful friends. Now for a trip to Florida."



Clifford P. Thompson retires with 41 years of service. He began in STD, Building 26-3, on preliminary gap test. His final assignment was process control technician in STD. "I'm planning on spending more time in photography, woodworking, and travel. I'll also continue servicing sewing machines at the fabric shop."



Donald R. Miller retires with 40 years of service. He began as a specialist in the Apprentice School, Building 12-2. His final assignment was plant facilities engineer, Area Services, Broadway. "I have lived a satisfying career with my GE family and now look forward to a farming career with my 'home' family."



Paul H. Koldey retires with 40 years of service. His first job was in gauge and spiral in Building 4-2. His last assignment was Borematic machine operator in HMO, Building 17-2. "I hope to enjoy a more relaxed living by traveling, fishing and pursuing my woodworking hobby."



Erma M. Sample retires with 25 years of service. She began as a lead and cable maker in SMD, Taylor Street. Her final assignment was in repair, SMD, Taylor Street. "I think GE is the best place to work. The benefits are good, and the pay is good. I plan to catch up with my work, travel, fish, and crochet."



Merrill Vance Fenimore retires with 41 years of service. He began as a draftsman in plant engineering, Building 20-2. His final assignment was plant facilities engineer in Area Services, Taylor Street. "My GE career has been most interesting and challenging; GE benefits are better than most. I plan to keep busy, travel, and take time to smell the roses."



Paul J. Lemons retires with 29 years of service. He began as a dip tank operator in STD, Building 26-1. He was a paint sprayer on his final job at GPM, Taylor Street. "GE has been good to me with the good benefits and all. Now I'm going to travel, get a lot of fishing in, and enjoy life."



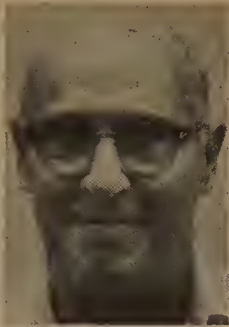
GE CONTINUOUS CLEANING TOAST-R-OVEN TOASTER		CHRISTMAS SPECIALS	
			
T131		7-4870	
Reg. Employee Price	\$55.77	Reg. Employee Price	\$69.47
Special Price	49.99	Special Price	62.99
Less Mail-In Rebate	5.00	Less Instant Cash Back	8.00
Your Net Cost	\$44.99	Your Net Cost	\$54.99
LIMITED QUANTITIES			
JUST ARRIVED			
GTE DECORATOR TELEPHONE JUST IN TIME FOR CHRISTMAS			
Mon.-Fri. 10:00 A.M. - 5:30 P.M.			
Sat., Dec. 12 10:00 A.M. - 5:30 P.M. Sat., Dec. 19 10:00 A.M. - 2:00 P.M.			
Your Employee Store		1030 Swinney Ave.	

... travel, look forward to pension benefits

Robert E. Born retires with 40 years of service. He started as a specialist in the Apprentice School, Building 12-2. His final assignment was grinder, GPM, Building 4-2. "GE has been a good place to work. Now we hope to relax, do some work at home, travel, do some fishing and woodworking."



Denver W. Fisher retires with 40 years of service. He began as a helper in Building 17-2. His final assignment was enameler, MTO, Wire Mill.



The following employees are retiring but chose not to have their photographs in the GE News:

Lenzy Noel, truck driver, MTO; Mary A. Hughes, sample builder, GPM; Paul R. Keeley, dipper, GPM; Alice R. Jenkins, purchasing clerk, GPM; Frans R. Bax, manager-Motor Group process planning, MTO; Nelda G. Brenizer, load test, GPM; Oscar O. Bunch, grinder, GPM.

Retirees to meet in St. Petersburg

Wednesday, Jan. 20, will be Fort Wayne Day for retirees in the St. Petersburg, Fla., area.

The GE Retired Employees Association invites retirees of all plants to attend its monthly meetings at Bradford's Coach House, 1900 N. 4th St., at noon the third Wednesday of each month through April, says George Morris.

Reservations can be made by calling A. J. Parker at 577-6375 or Bill Harrington at 868-7329 (New Port Richey).

Bruce H. Dull, set-up person, GPM; Harvey M. Fairchild, oxidizer, GPM; Taylor Street; Ellen T. Fancher, winding, GPM; Dale M. Frederick, stockkeeper, GPM; Morris J. Gage, tool maintenance, HMD; Wilborne V. Garton, lathe operator, GPM.

Albert J. Gensel, maintenance, GPM; Arthur A. Habersstock, tool crib attendant, Area Services; Josephine L. Hansen, customer service specialist, GPM; Irma C. Kiefer, motor assembly, GPM;

E. Faye Lenz, tracing, MTO-Transportation.

James E. Lindlag, tester, GPM; Margaret M. Pape, stator switch machine, GPM; Mabel A. Quicker, inject wind, SMD, Taylor Street.

Melvin F. Recht, Gridley operator, GPM; Joyce E. Schroeder, end shield packer, GPM; Carl W. Voors, assembler, GPM; Erlinda C. Werling, tab puller, STD.

Still others will be listed in a later issue of the GE News.

Computers at STD

Continued from Page 1.

"The lights tell me if I do something wrong; there's no meter to worry about and it's more up-to-date."

The machine is designed to allow the operator to test seven units consecutively. While she is hooking up units for test, the computer runs the test on other units already hooked up.

"Our testers are very quality conscious," says Tim Killworth, quality engineer. "We are trying to provide them with the equipment they need to do the best job possible. The tests Brenda performs are required by Underwriters Laboratory and the Canadian Standards Association. This new final test equipment is also a positive step in reducing external failures and providing our customers with quality units."

Killworth, Tom Post and Cal Mansfield are working on the acquisition of additional test equipment.

Preliminary Auto Test systems are scheduled to be installed beginning late next year, while a Turn Count and Resistance Test Machine is expected by June.

"These new systems are designed to provide cost savings and quality improvements," notes Killworth.

Total system planned

Don Myers, manager of information systems for STD, notes, "Our plan is for a totally integrated system. The inventory terminals interface with our integrated data base, and the ultimate plan for computerized test stations is to link them to the main computer also."

"This will provide a convenient method of exchanging information. For instance, we will be able to provide test specifications to test stations from the main data base and return results for statistical analysis on the central computer."

As Brenda Aldridge says, "You've got to move with the world."

ADLETS

FOR SALE

GIRL'S SPEED SKATES. 749-4130.
WOOD & COAL STOVE, Aalcoe, all steel, 20 yr. warranty. 1-665-5603.
'79 ARCTIC CAT, 300 miles, \$1,000; Whirlpool trash compactor, like new, \$75. 432-4793.
STUDDER TIRES & RIMS, 2, E78-14. 489-3262.
TYPEWRITER, manual, \$60; lady's & man's fg ice skates, szs 4 & 8, \$5/pr. 747-3871.
VACUUM CLEANER, Kirby upright w-att., ex. cond. 747-4745.
SOFT LUGGAGE, 4 pcs., gld w-black leather. 486-3362.
'77 VW DASHER WAGON, nice, 4 spd, 30 MPG, \$3,300. 749-5517.
BABY BED, \$15; 6' Christmas tree, \$10, aft. 4 p.m. 456-2528.
HAMMOND ORGAN, for the professional, ex. cond., \$2,500. 747-1040.
TIRES: 2, Kelly Spgld, F78-14 on Chev rims, \$25 ea; 2, Gdyl Sub, G78-14, \$20 ea, snow tires. 445-0513.
METAL LATHE, 6", w-stand & mtr, 3 & 4 jaw chuck, \$600. 447-6740.
SCANNER, Bearcat 211, 40 ch., AM base nvr used, aft. 4 p.m. 482-2927.
WRESTLING SHOES, sz. 10½, worn once, \$15, aft. 5 p.m. 485-1732.
ALL SEASON RADIAL TIRES, H78-15, less than 2,000 miles. 432-6150.
WHEELS, 2, for '74 Ford Pinto, \$20. 456-4170.
LADY'S LEATHER COAT, tan, sz. 18, \$75; all-weather London Fog, sz 16, \$75; brn suede cloth 3-pc suit, sz 14, \$60. 747-7671.
HAMMOND ORGAN, Mdl 126, ex. cond., 1 yr. old, aft. 5 p.m. 485-9724.
MOBILE HOME, 2 bdrms, 12'x60' w-tipout, 19'x13' lvg rm, good cond. 749-0683.
TAPE RECORDER, Sony TC-500; 8-trk, TC-228, \$100 ea. 747-6084.
CORELLE DINNERWARE, 56 pcs., serves 8, w-glasses, new. 485-4524.

'79 CHEVELLE, \$750; '73 mini mtr home, ex. cond. 483-4396.
'70 OLDSMOBILE, 4 dr, good tires, \$200 cash. 484-8444.
20" GIRL'S BIKE, Huffy Deluxe, 3 spd, good cond., \$35. 484-6282.
SOFA, & grn flowered chair, like new. 1-589-3990.
RECORDS, 23, semi-classical, 78 RPM, good cond. 745-2908.
'66 FORD PICKUP, good cond., wagon whls, air shocks, 3 spd half ton, good tires, \$450 or bst offer. 1-419-899-2372.
SNOW TIRE, E78-14 on Chev rim, \$20; 2 rims, \$10. 424-6826.
'74 FORD MUSTANG HATCHBACK, ps, pb, 6 cyl, auto, \$995. 422-3076.
FORMAL, sz. 14½, lt. rose, long sleeves, like new, \$35. 1-594-2617.
14' ALUMINUM AERO CRAFT BOAT, cover bow steering controls, 15 HP Evinrude, Elgin trlr, ex. cond. 637-5423.
GUITARS: like new, jumbo Accoustic w-case; new acoustic, w-case; elec. guitar & AMP, aft. 4 p.m. 747-0849.
TIRES, 4, mtd on Ford rims, A78-13; 2 snows, \$60. 426-3986.
FIREWOOD, all good hard woods, by cord only, south side of city only. 639-6555.
TABLE TENNIS TOP, \$15. 483-7662.
'73 DODGE WINDOW MAXIVAN, \$1,500. 693-3886.
'76 FORD VAN, 3/4 ton, 6 cyl stick, \$1,200. 639-3577.
LADY'S KNIT SUITS, formal gowns, sz. 7-8, reas. 745-3144.
'64 CHRYSLER, new exhaust & batt., ex. cond. 456-8311.
'77 JEEP CJ-7, two tops, ex. cond, many extras, \$4,199. 357-5036.
MAN'S 10-SPEED BIKE, dk blue, like new, \$100, firm. 422-4995.
RIMS, 15", new, 2, \$15/both; '60 Johnson outbd, 10 HP, w-tank, runs good, \$200. 1-856-4440.
'81 CHEVETTE, 4 spd, 4 dr, med. brn, undercoated, \$4,850. 1-419-399-2001.
LADIES WINTER COAT, brn & blk brocade w-mink collar, sz. 14-16, like new. 486-3849.

PECANS, medium pcs., \$3.50/lb. 483-2873.
'73 CUTLASS SUPREME, auto, air, good cond. 745-3119.
BUMPER POOL TABLE, 3/4" slate, Halter, good cond. 747-0241.
VW SNOW TIRES & whls; 90,000 BTU prtbl oil/kerosene Salamander htr. 747-2913.

FOR RENT

OR SALE, 3 bdrm house, SE, garage, \$225/month. 440-0023.
HOUSE, SE, 2 bdrms, garage, bsmt, \$260/mo plus util, aft. 5 p.m. 745-0235.
APTS., off Bdwy, lower & upper, nice, stv, refrig, util. 747-3557.

WANTED

ROUTER TABLE. 1-854-3443.
DELUXE CUSTOMIZED LONG VAN, 1 to 3 yrs. old. 637-3279.

SERVICE

WILL BABYSIT DAYS, hot lunch, fenced yd, south. 747-6265.
CONTINUOUS GUTTERS, alum siding, wdw coverings, garage doors. 627-2429.
PHOTOGRAPHY, weddings, indiv & fam portraits, custom frmg, copy work. 432-9753.
HOUSECLEANING, \$20/job, general cleaning, experienced-refs. 747-5531.
GENERAL ACCOUNTING & TAX SERVICE, aft. 7 p.m. 1-356-7576.
WILL BABYSIT IN MY HOME, W. 3rd St. 422-9084.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

☐ For Sale * ☐ Ride Wanted
☐ Wanted ☐ Riders Wanted
☐ For Rent * ☐ Lost
☐ Free ☐ Found ☐ Service

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____

Address _____ City _____

Home Phone _____ Bldg. _____

* The item(s) referred to in this ad are in no way connected with any business venture.

Signature _____

Out of the office and into the plant: computers roll up their sleeves, pitch in

Computer power is hitting the factory floor. It's moving out of the glass-enclosed, climate-controlled computer room and into the plant, giving the employees who build GE products a new and powerful tool in the struggle to increase productivity and improve quality.

Computer power is helping inspectors in the electric range and microwave oven plant at Columbia, Md., keep instantaneous tabs on the quality of the plant's painted and enameled parts.

It's helping assemblers in Lynn, Mass., perform complex checks on jet engines in a fraction of the time previously required. And here in Fort Wayne it's helping Specialty Transformer employees to do their jobs better in ordering and inspection. (See story on Page 1.)

Talking to a computer

At Columbia, a new Voice Data Entry System is helping the plant meet the needs of today's increasingly quality-conscious consumers. Quality checker Dottie Kondelis and a number of the plant's other quality checkers talk directly to the computer as they monitor the quality of the painted and enameled parts

moving past them on a conveyor. Kondelis wears a small microphone like those used by airline pilots that's hooked into a miniature transmitter on her belt.

Since the computer has been trained to recognize her voice and the common name for all possible porcelain or enamel defects, Kondelis can tell the computer what part she's inspecting and whether or not it has any defects. The new system eliminates all paperwork, giving her the use of both hands as she inspects the parts.

If there's an interruption or she needs to speak to someone else, she she has only to tell the computer "relax" and the system is temporarily shut off.

In addition to enabling the checkers to inspect more parts more thoroughly, the Voice Data Entry System provides foremen, engineers, and others with instant information on the quality levels of the plant's paint and enamel operations.

Problems show up instantly on computer screens around the plant and corrections can be made quickly. Before, handwritten reports were tabulated at the end of each shift

and weren't available until the following day.

Faster, more accurate inspection

Measuring the clearances between the parts inside a jet engine is a critical and time-consuming part of the manufacturing process. At the Lynn, Mass., plant of the Aircraft Engine Group, a computer is now helping assemblers perform this task.

Under the new system being used in the production of TF34 jet engines, assemblers like Bob Skory install the compressor casings to be checked on a rotating table that's controlled by a computer. Working from a computer console no larger than a portable TV, an assembler can select from a variety of inspection programs that move the compressor past specially-designed sensors.

Because the computer controls both the movement of the compressor and records the test results, accuracy is improved and the need for manual measurements and calculations is eliminated. A test that used to take a whole shift can now be completed and recorded in about two hours.



Suggests vendor change

Mike Davidson, set-up auto screw machine, suggested that Broadway GPM change vendors on box tool holders. The new product allows the use of inserts instead of an entire box tool, and thus reduces expense. Mike received a check for \$125 for his idea.



Suggestion nets \$115

Bonnie Greene, who repairs stators for GPM Broadway, earned a suggestion award of \$115 for an idea that seems simple, but helps Broadway put out a better motor at less cost. She suggested that a piece of tape be placed over thermostats before they are laced. This prevents damage to the thermostat, reduces rework and scrap, and improves motor quality.

Medical restriction notices sent

General Electric Company is sending individual notices to all Fort Wayne employees with permanent medical restrictions.

Opportunity for review

These notices give each employee the opportunity to request review of these restrictions if the employee

believes the restrictions are not appropriate.

If you believe you have a permanent medical restriction and do not receive such notice, please contact Calvin Keys, manager of affirmative action programs, Building 21, Ext. 2817, by Jan. 8, 1982.

EAP open during holidays

The Employee Assistance Program will be open for business as usual during the holidays.

"Please don't hesitate to call if we can be of help," says Dag Arnold, EAP counselor.

Dag can be reached by calling the regular GE number, 426-7431, and the EAP confidential extension, 2311.

Alley Chat

By Connie Houser

Walt Hein rolls his first 600 series

The GE Office League was proud of their colleague Walt Hein as he achieved a personal goal of rolling his first 600 series ever. Walt rolled a 208, 229, and a 175 for a super 612 series. Nice going.

League Wrap-Up

GE Office League		Monday Nite Ladies	
11/23/81		Shirley Bohner (200)	532
Buck Somers	618	Joan Baker (213)	520
(223-213)		Edna Armstrong	506
Walt Hein (229)	612	(187-186)	
Harold Baker (214)	606	Paula Gerding	207
Gil Baker (218-233)	604	Pat Walker	183
Don Shirk	223	Hermetic League	
Jerry Koehl	223	Doug Haller (215-234)	629
Bob Lehman	216	Frank Cochran	217
Tom Schible	212	Ted Winchester	214
(21 games of 200-or-better for the week)		Bob Bellis	214
11/30/81		Monday Morning Ladies	
Ralph Hill (214)	600	11/23/81	
Buck Somers	224	Virginia Fletchall	209
Art Keller	224	Connie Willis	181
Wayne McClure	222	11/30/81	
Jim Plemens	220	Virginia Fletchall (203)	537
Phil Hill, Jr.	217	Maggie Hunter (208)	535
Jerry Koehl	213	Monday Nite Ladies	
Dan Lepper	212	10/19/81	
John Wilson	210	Edna Armstrong	193
Thurs & Fri Senior League		Shirley Bohner	182
Louise Roberts	524	Virginia Daugherty	180
(192-186)		11/23/81	
Leoba Schaefer (180)	524	Diann Williams (192)	503
Miriam Black (209)	209	Pat Walker (185)	503
Gladys Wright	206	Shirley Bohner	203
Mae Dial	206	Betty Nielsen	191
Cecil Tarney	245	Dolly Evard	188
Bud Snyder	211		

Smell Motor League		Apperetus League	
11/25/81		11/05/81	
Buck Somers (221)	623	Rick Armstrong	220
Dave Knepple	225	Kenny Rogers	211
Larry Franck	225		
Roger Simpson	221	Mike Lipp (6-7-10 split)	
Tom Jones	221	11/19/81	
Jim O'Bryan	215-218	Ed Bienz	229
Gil Baker	211	Paul Boedeker	223
12/02/81		Pete Sobol	222
Gil Baker	228	Paul Boedeker	223
John Hunnicutt	222	Herb Meyer	211
Kirk Baker	221	Wes Dunkin	210
Arlen Patten	214	Friday Nite Ladies	
Tom Jones	210	Sandy Gerdum (191)	514
Dave Knepple	210	Pattie Greer	187
Wednesday Owl League		Adam & Eve League	
11/11/81		Doris Gray	509
Brent Cleveland	214	Jeri Strader (230)	506
Jay Miller	213	Justine Coudret	502
Wilson Lambert	210	Lois Coleman	203
11/18/81		Alice Beery	202
Paul Ragan	238	Marge Campbell	188
Dan Moeller	232	Kitty Jedlikowski	188
11/25/81		Chet Jedlikowski	218
Terry Dorman	215	Sam Macy	209-209
12/02/81		(close enough!)	
Dan Moeller (232-219)	645	St. Joseph's Mixed	
Jay Miller	221	Mary Lou Goodwin	208
Wilson Lambert	213	Tim Brown (213-212)	624
Don Lockwood	212	Friday Nite Teylor St.	
Guy & Dolls League		Jim Weiks, Jr. (227)	629
Linda Haller	210	Barry Belschner	235
Darlene Baker	194	Bill Smith	221
Jim Schwartz	237	Dale Baeske	212
Larry Clements	214	Hls & Hers League	
Howard Baker	211	Mary Weiks (212)	529
Sunday Nite Mixers		Shelley Weiks	501
Mary Kern	522	Terri Kuntz	200
Darrell Treesh	229	Jim Weiks, Jr.	211
Dale Baeske	212		

- 6 - Second Shift Executive Board meeting, 1 p.m., Bldg. 17-3 conference room.
- 11 - Executive Committee meeting, 4:45 p.m., Bldg. 18-3 conference room.
- 26 - Executive Board meeting, 7:30 p.m., Bldg. 18-1 conference room.



Co-workers team up for \$385 award

Ernie Armstrong, quality appraiser, and Virginia Ward, group leader, split a \$385 suggestion award at Broadway GPM recently. Their idea resulted in installation of an automatic buffing wheel to remove paint stains on stator shells. Previously, paint runs had been hand sanded. One customer in particular, Gast of Benton Harbor, Mich., requires excellent cosmetics on motors that are used in laboratories and hospitals.

Deadline for S&SP selection, ROA switching is Dec. 31

Bonds, life insurance, Mutual Fund and HP Interest Fund units, GE Stock — no matter which Savings and Security Program options you are investing in, you may want to change the allocation of your S&SP funds for the quarter ahead. You may also decide that now is the time to make the once-a-year changes in the Retirement Option Account.

According to Doyt Schaadt, manager of personnel accounting here,

changes made before Dec. 31 will be in effect for the first quarter of 1982 and will continue in effect if no new changes are made.

The S&S Program offers life insurance and four distinct investment options: U.S. Savings Bonds, the General Electric S&S Program Mutual Fund, the Holding Period Interest Fund, and GE stock. Each is designed to meet different employee objectives.

Participants can change their investment media quarterly if desired,

and the new allocation of funds will be effective at the beginning of the quarter following filing of the change.

Participants in the Retirement Option Account may also make the optional once-a-year switch of half or all of any of the investment media to any other investment medium.

Now is a good time to review your investment election to see if your objectives are likely to be met by your present selections and to make

any desired changes before the next deadline — Dec. 31.

Forms and instructions for changing your investment election are available at plant employee relations offices or in Personnel Accounting, Building 18-1, Schaadt said.

The deadline for changes for first-quarter 1982 investments applies to both a participant's own payroll deductions, as well as to the 50 percent matching payment by General Electric.

General Electric News

DECEMBER 18, 1981

FORT WAYNE, INDIANA

VOLUME 63, NO. 46

Back to school in '82?

Tuition refunds can help pay

If furthering your education or improving your job skills is one of your New Year's resolutions, GE's Individual Development (IDP) or Tuition Refund programs can help.

Full-time hourly or nonexempt employees with six months of service are eligible for IDP. So are those on layoff with recall rights the day courses are scheduled to begin.

Advance approval needed

Your manager's advance written approval of the school and courses you plan to take is required before you enroll.

The company will reimburse you for 100 percent of tuition and other compulsory fees after satisfactory completion of the approved courses — up to a maximum of \$800 per calendar year.

The courses should be related to maintaining or improving your job skills or help prepare you for career opportunities with GE.

For more information, consult your benefits plan booklet.

Registration dates listed

Following are registration dates for local schools:

- International Business College is accepting registrations now for classes that begin Jan. 25 and Feb. 1.

- Registration for classes at St. Francis College will end Jan. 4.

- Registration for classes at Indiana University-Purdue University will be Jan. 4-7.

- Indiana Vocational Technical College (IVY Tech) will open registration for its third quarter in February.

Employees share with needy at Christmas through United Way pledges, Cash for Cards

The generosity of Fort Wayne GE employees will go a long way this Christmas to ensure a happy holiday for hundreds of people in the community.

Their contributions to the United Way and to the annual Cash for Cards program will help pay medical bills and rent, provide food and toys for children of needy families.

In spite of a business downturn and impending layoffs, GE employees contributed over \$2,200 to the Cash for Cards drive sponsored by the Elex Club. About \$1,200 of this has already been disbursed to help five pensioners with handicaps and medical bills and to help five other GE families.

Most of the money will go for such things as house payments and grocery certificates. Additional money will be dispersed as needs arise throughout the year.

The collections this season topped the \$2,000 collected last year at this time.

Salvation Army helps needy

Part of the \$254,000 pledged by GE employees and the company to the United Way will serve people through the Salvation Army.

Employee Community Services Fund board members visited the Salvation Army recently to find out how that money is being spent. They found out there is more to the Army's work than the ringing of bells for donations at Christmas time.

During their noon visit, GE employees saw a stream of people applying for Christmas assistance and other aid at the Calhoun Street location.

"We may have as many as 60 families apply today alone and expect about 600 families by Christmas," explained Major Fuqua of the Salvation Army in Fort Wayne.



Nancy Olson (left), social worker, describes the work she does for the Salvation Army to members of the GE Employee Community Services Fund Board, from left: Jerry Smith, STD, Sharon Bynum, STD and Sally Hoeffelmeyer, AMO.

Although the Salvation Army provides Christmas cheer to about 8,000 people in the form of food checks, toys and rest home visits, it focuses on more than material assistance, and its programs take place year around.

"When people first come to us their immediate problem might be hunger, but there are problems behind that and we try to help them deal with those problems," said Major Fuqua.

Although the Salvation Army is primarily a volunteer organization, it also provides professional services through its own social worker and referrals.

It provides emergency assistance to local families and transients and a year-round facility for youth groups such as Scouting and to adult groups as well.

The Adult Rehabilitation Center that uses the familiar Red Shield

trucks does not use United Way funds since it is self-supporting.

Last year a little over a third of the Salvation Army's other activities were financed by United Way dollars.

"One of our main goals at Christmas time is to let people know that there are people in this community who care. We try to make people realize they are important and there is a purpose in their lives. We've seen enough people turned around to know that it works," said Major Fuqua.

Next GE News Jan. 8

The GE News will not publish an issue the next two weeks because of paid company holidays Dec. 24 and 25 and Jan. 1.

Long-service employees retire

George Crickmore retires with 40 years of service. He began in burr end shields in Building 4-2. His final assignment was lathe operator in Building 4, GPM. "I plan on doing as much fishing as possible and then take one day at a time as it comes."



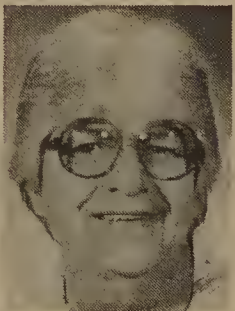
Lawrence M. O'Shaughnessey retires with 40 years of service. He began in FHP Motor, Building 17-2, on a stub lathe. His final assignment was stacker, GPM, Building 6-3. "After 40 years of service, I will enjoy my retirement from GPM. I have made a lot of friends while working at GE."



Hazel V. Rasor retires with 37 years of service. She began on a turret lathe at the Taylor Street plant. Her final assignment was in switches, GPM, Taylor Street. "I enjoyed working at GE and look forward to enjoying the benefits and have fun being home."



Virginia V. Buesching retires with 42 years of service. She began in stack and assemble fluorescent standards, STD, Building 26-2. Her final assignment was lead operator, GPM, Broadway. "It will be great to do the things I wanted to do but never had time for."



Disney World's 10th year

Magic Kingdom Club gives GE people discount

Walt Disney World in Florida, home of GE's Carousel of Progress, began celebrating its 10th anniversary on Oct. 1. The "number one tourist attraction in the world," according to many, opened Oct. 1, 1971. Since that date it has hosted more than 125 million visitors. GE's Carousel of Progress in the "Tomorrowland" of Walt Disney World opened on Jan. 15, 1975.

Before its opening at the Florida park, the Carousel of Progress was enjoyed by more than 45 million at the 1964-65 New York World's Fair and at Disneyland in California from 1967 to 1973. GE exhibit featured The GE exhibit presents an entertaining review of the role electricity has played in improving life from the 1890s to the present. GE employees and pensioners who

Alley Chat

By Connie Houser

14-year-old sets Junior League record

It is no surprise that a new record was set once again by the Junior League's Ed Rondot. He rolled a 691 series including games of 247, 247, and 197. This beat his record high series of 667 rolled just a few weeks ago.

League Wrap-Up

Hia & Hera League		Adam & Eve League	
Shelley Weiks (203)	519	Lois Coleman	566
Mary Weiks (195)	518	(186-210)	
Jim Weiks, Jr.	213	Kitty Jedlikowski (196)	514
		Maureen Rogers	508
		Marge Campbell	199
		Justine Coudret	186
		Dick Madden	233
		Howard Beery	214
Junior League		Monday Nite Ladies	
Ed Rondot	691	Venus Fann	187
(247-247-197)		Vicki Wagner	187
Phil Garmire	608		
Dan Hauschild	207		
Hansel & Gretel League		Friday Nite Taylor St.	
Debby Thiele	202	Tony Fahling	821
Pat Ebetino	197	(234-222)	
Dorothy Connors	189-198	Jim Weiks, Jr.	221
		Lynn Cocklin	213
		Elmer Asbell	211
		Pete Springer	211
Gene Edwards	628		
(226-233)			
Kirk Smith (220)	619		
Ron King (220-217)	606		
Jim Smith, Jr.	243		

Tuesday Afternoon Ladies		GE Office League	
12/01/81		Buck Somers	220
Dorothy Love	195	Ralph Hill	217
Sandy Hernandez	189	Tom Schible	216
Virginia Bryant	185	Ed Fischer	212
Maria Hughes	542	Wayne McClure	211
		Don Neuhaus	211
		Wes Dunkin	210
12/08/81		Senior Citizens League	
Maria Hughes (184)	534	Earlene Macy	527
Delores Benzinger	518	(189-189)	
Janie Fischer (185)	514	Mae Dial (184)	519
		Hilda Marks	512
		Gertrude Wheat (182)	509
		Leoba Schaefer (190)	509
		Bea Lantz	186
Wednesday Owl		Don Kaiser	223
Dan Moeller (248)	800	Scudder Chaney	212
		Bill Hattendorf	211
Small Motor League		Friday Nite Ladies	
Kirk Baker (221)	616	Jean Cook	514
Dean Crum (212-254)	616	Gertie Jones (204)	511
Greg Wiley	236	Marry Koontz	190
Dave Knepple	236		
Whitey Lieberenz	235	Hermetic League	
Carl Brandt	224	Larry Hay (243-214)	637
Todd Keller	222	Jim Weiks, Jr. (251)	625
Tom Jones	218	Ralph Thomas	225
Gil Baker	214	Lynn Covey	224
Ed Fischer	213	John Fitzgerald	221
		Dan Neal	220
		Doug Haller	216
		Terry Giese	214
		Larry Clements	213
Sunday Nite Mixers			
Mary Kern (200-188)	554		
Monday Morning Ladies			
Virginia Fletchall (189)	528		
Rose Maidens (198)	514		
Delois Smith (220)	514		
Maggie Hunter	503		
Connie Wills	205		

Two cafeterias open during holiday weeks

Cafeterias at Taylor Street and East Broadway will be open during the next two weeks, but Winter Street and West Broadway cafeterias will be closed. At Building 8-1, East Broadway, a mini-service of soup, salads and sandwiches will be available except on holidays. At Taylor Street, the hours will be 10:55 a.m. to 12:30 p.m. except holidays.

ADLETS

RIDE WANTED

BLUFFTON ROAD WAYNE DALE AREA to BDWY, 8-4:36 p.m. 747-0633.

FOR SALE

ELECTRIC ORGAN, Baldwin, transistor, 2 key-board. 447-2297.
SUNBEAM SNOW BLOWER, 18", ex. cond., \$150. 637-3531.
CARPETING, soft grn, 12'x19' & pad, good cond., \$75. pedestal wash bowl, wht porc., \$40. 747-9849.
'73 MERCURY MONTEGO, \$400. 426-8104.
CAMPING TRAILER, fldwn, slps 5. 484-0107.
TELEPHONE ANSWERING SYSTEM, like new, \$75. 1-592-7279.
POLARIS SNOWMOBILES, 2, two-place trailer, all parts, acces., \$2,400 or bst offer. 693-3640.
SOFA SLEEPER, qn sz, gld & bwn plaid. 637-5266.
BOX SPRINGS & MATTRESS, long, w-side rails & slats, very good cond. 456-4278.
BOY'S 27" 10-SPEED BIKE, ex. cond. 456-2305.
24" BIKE, 10 spd, \$68; stereo record player, \$45. 747-4752.
PAINTED CERAMICS, greenware & fired pieces. 483-8371.
BEDROOM SUITE, 30" gas range; brass lamp; Sears prtbl sewing mach. 478-1242.
GAS FURNACE, med. size, good cond. 747-4233.
'72 VEGA HATCHBACK GT, runs good, auto. 627-5934.
BOY'S ICE SKATES, dbl blade, sz. 12; 40" sled. 432-8644.
SNOW TIRES, 15", mtd & bal. on VW rims, \$50 or bst offer. 486-4127.

ANTIQUE DRESSING TABLE & BED, \$175; Ital. Prov. formal dining rm set, mint cond., \$700 complete. 639-3878.
'70 CHEV WGN, good runner, body rough, \$300. 478-1077.
SINGER SEWING MACHINE with cabinet. 485-4792.
TYPEWRITER, Royal, prtbl, new cond., \$50; ice skates, boys & girls, \$5/pr. 747-3871.
FIREPLACE SCREEN, 48"x28", used 6 mos., wrought iron & blk, \$10. 485-7756.
'73 VW, auto, good cond., aft. 5 p.m. 672-3265.
SINGER PORTABLE ZIG-ZAG with fashion discs, \$75. 485-3853.
'70 FIREBIRD, good cond., low mileage, \$1,295. 693-3640.
GE PROFESSIONAL HAIR DRYER, prtbl, like new; 18 gal. humidifier, Wards, used 2 months. 489-3218.
FIREWOOD, well seasoned hard woods, by cord only. 639-6555.
COLT COMBINATION 45, like new, pach grips, \$300; 22 rifle, good, 3 mags, \$90. 1-356-2375.
SNOWMOBILE SUIT, child's sz. 12, \$10; H-O train & slot car layout. 432-9241.
SCANNER, Bearcat III, like new, 8 crystals, \$80. 484-3917.
KERO-SUN HEATER, 19,500 BTUs, like new, \$40 below retail. 622-4312.
SEWING MACHINE in cabinet, Kenmore, \$75. 426-4485.
STRAW, \$1/bale, aft. 4 p.m. workdays. 639-3375.
HOUSE, near Southgate, 3 bdrms, gas heat, fully insul., \$11,900. 447-2280.
VIEWMASTER PROJECTOR & CASE, jr. proj., scrn, lt attach., library box, 90-100 reels, \$60. 745-7145.
BUMPER POOL TABLE, Halter, 3/4 slate; 15' Glastron ski & fish boat, fully equip. 747-0241.
'77 MOBILE HOME, 14'x55', 2 bdrms, new carpet, new shed, sktg, reas., lot pd thru 2/82. 745-7266.

'73 CHEV WGN REESE HITCH; stack washer & dryer. 489-9445.
GE PHONOGRAPH, prtbl, words good, aft. 4 p.m. 424-5492.
FIREWOOD, seasoned hard woods, split, stacked & del, \$40/truck load. 622-4432.
MICROWAVE OVEN, Magic Chef, used one month, ex. cond., \$350. 446-8123.
CHILD'S TEDDY BEAR ROCKER; peg & chalk-board, \$3 ea. 446-6803.
'73 CHEV IMPALA, \$550. 632-4637.

FOR RENT

HOUSE, SE, 2 bdrms, garage, bsmt, \$260/mo. plus util., aft. 5 p.m. 745-0235.
1 BEDROOM APT., large, cable TV, laundry, dep., near Bdwy. 745-2907.

SERVICE

CONCRETE MASONRY, repairs, replace, aft. 6 p.m. 446-5643.
PROFESSIONAL CARPET CLEANING, \$10 per room, call 4-9 p.m. 489-4395.
CONTINUOUS GUTTERS, alum. siding, wdw cvrgs, garage doors. 627-2429.

WANTED

CIRCULAR SAW BLADES & hand saws. 627-2057.
EXERCISE BICYCLE. 745-4167.

FREE

KITTENS, very healthy & loveable. 447-9445.

*ADLETS

GE NEWS BLDG. 18-3
NO ADS TAKEN BY PHONE

INDICATE TYPE OF AD HERE:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> For Sale * | <input type="checkbox"/> Ride Wanted |
| <input type="checkbox"/> Wanted | <input type="checkbox"/> Riders Wanted |
| <input type="checkbox"/> For Rent * | <input type="checkbox"/> Lost |
| <input type="checkbox"/> Free | <input type="checkbox"/> Found <input type="checkbox"/> Service |

(PLEASE PRINT NEATLY)

Ads must be received only on this form by noon Monday for publication Friday. You may submit only one adlet per issue of the GE News. No more than 40 letters per Adlet, please. Print phone number only on line indicated below. Property advertised must be available without regard to race, creed, national origin or sex.

Name _____
Address _____ City _____
Home Phone _____ Bldg. _____
* The item(s) referred to in this ad are in no way connected with any business venture.
Signature _____

